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JANUARY 1992

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Year of the rescue



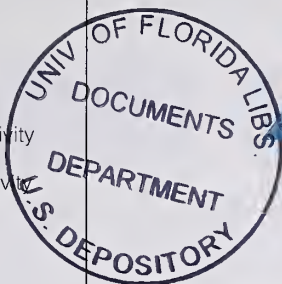
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**lit * Provide Comfort * Sea Angel * fiery Vigil * Liberia
Northern Iraq * Bangladesh * Philippines * Sharp Edge**



A signalman aboard the aircraft carrier USS Saratoga hauls down the national ensign to untangle the flag from a line as flight operations continue beneath him during Operation Desert Storm. Photo by PH2 Bruce Davis.

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ALL HANDS

MAGAZINE OF THE U.S. NAVY
JANUARY 1992 — NUMBER 898
69TH YEAR OF PUBLICATION

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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 898) is published
 monthly by Navy Internal Relations
 Activity, 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007. Second-
 class postage paid at Alexandria, VA
 22314, and additional mailing offices.

Subscriptions: Superintendent of Doc-
 uments, U.S. Government Printing Of-
 fice, Washington, DC 20402. Price:
 \$17, U.S./FPO, \$21.25, foreign. Make
 checks/money orders payable to:
 "Superintendent of Documents, GPO."

Postmaster: Send address changes to
All Hands, 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007.

Editorial Offices: Send submissions
 and other correspondence to: *NIRA*,
 Print Media, Attn: Editor, 601 N. Fairfax
 St., Suite 230, Alexandria, VA 22314-
 2007. Phone (703) 274-6208 (AV 284-
 4455) for editorial; (703) 274-5953 (AV
 284-4315) for distribution.

Message: NAVINRELACT WASHING-
 TON DC.

Authorization: The Secretary of the
 Navy has determined that this publica-
 tion is necessary in the transaction of
 business required by law of the Depart-
 ment of the Navy. Funds for printing
 this publication have been approved
 by the Navy Publications and Printing
 Policy Committee.

NIRA also publishes *Captain's Call Kit*,
Navy Editor Service, *Navy Family Life-*
line, *Navy News Service* and *Public*
Affairs Communicator.



Joseph Dorey

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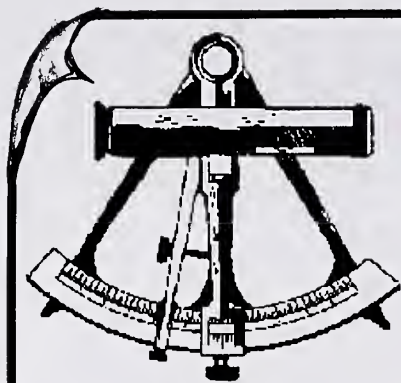
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Front Cover: 1991 — Year of the rescue. The Navy was active in six major humanitarian rescue missions during 1991 in far-flung places across the globe, aiding victims of man-made as well as natural disasters. Top left: Mt. Pinatubo's volcanic eruption wreaked havoc in the Philippines, thrusting the Navy into action during Operation *Fiery Vigil* (U.S. Navy photo). Top right: Navy ships and Marine Corps aircraft evacuated civilians from war-torn Somalia during Operation *Eastern Exit* (Photo by LT K.F. Flynn). Bottom: Operation *Provide Comfort* brought much-needed food and medical supplies to Kurds fleeing Iraqi forces (Photo by JOC Marjie J. Shaw). See story Page 35.

Back Cover: The cargo ship *Green Wave*, loaded down with 450 containers holding a fleet hospital, sits at the pier near the town of Evenes, Norway. Photo by PH1(AW) Joseph Dorey. See story Page 24.



From the charthouse

BuPers requests MCPON nominations

Since September 1988, the Navy's most senior enlisted position — Master Chief Petty Officer of the Navy (MCPON) — has been held by Master Chief Avionics Technician (AW) Duane R. Bushey, who is slated to retire from active duty later this year.

The Chief of Naval Personnel is requesting nominations of master chief petty officers from the fleet who strongly desire to serve in this position and are considered by their commanding officer to meet the prerequisites.

Nominations must reach the Chief of Naval Personnel by Feb. 15, 1992. Selection will be based upon preliminary screening by the Senior/Master Chief Petty Officer Selection Board and final screening by a spe-

cial selection board.

The new MCPON will report to Washington, D.C. to relieve Bushey on Aug. 28, 1992.

Institute holds essay contest

To promote research and writing on the topic of leadership, the U.S. Naval Institute and the Vincent Astor Foundation are sponsoring their 18th annual leadership essay contest for junior officers and officer trainees of the Navy, Marine Corps and Coast Guard. Entries must be postmarked by Feb.

15, 1992, and cannot exceed 4,000 words.

The first prize winner receives \$1,500, a Naval Institute gold medal and life membership in the Institute. The first honorable mention winner receives \$1,000 and a silver medal.

The Institute will also award two second honorable mentions \$500 and bronze medals.

For a list of contest rules, write the U.S.

Naval Institute Membership Department, 118 Maryland Ave., Annapolis, Md. 21402-5035, or call (800) 233-USNI.

Association offers education loans

Scholarship loan applications for the 1992-93 school year are now available through The Retired Officers Association.

No-interest loans are awarded for up to five years of undergraduate study to unmarried students under the age of 24, who are dependent children of active, reserve and retired service personnel, or their widow(er)s.

Applications must be requested by March 15, 1992, and returned with a postmark on or before April 1, 1992. For an application or information, write to TROA Scholarship Administrator, 201 N. Washington St., Alexandria, Va. 22314-2529.

Getting out? Think again!

It's time to decide whether or not to stay in the Navy. If your choice is to get out, coming back may not be possible.

Down-sizing of the armed forces has put some

difficult decisions upon policy makers who shape the size and composition of our Navy. These decisions are being made with a careful eye toward protecting the careers of sailors who choose to remain on active duty.

One way to reduce the size of the Navy is to not replace all the sailors who choose to separate from active service. Cuts need to be made across all paygrades if the Navy is to remain a balanced force with opportunities for advancement.

The bottom line is: once you make the decision to get out, you must be prepared to live with that decision. No matter how much you contributed to the Navy while on active duty, there simply may not be a spot to put you in without hurting the sailor who remained on active duty.

National Defense eligibility expanded

By executive order, President George Bush authorized the National Defense Service Medal for all members of the National Guard and reserves who were part of the Selected Reserve in good standing during the period Aug. 2, 1990, to an end date yet to be determined.



This includes selected reservists not called to active duty, but who continued to train to be ready for possible mobilization in support of Operation *Desert Shield/Storm*.

As before, those members of the Individual Ready Reserve and retired reservists who were called to active duty are eligible.

CHAMPUS changes cost-share

The amount active-duty families pay for inpatient care in civilian hospitals increased Oct. 1, 1991. The new amount is \$8.95 daily vice \$8.55.

This means that an active-duty family member who is admitted to a civilian hospital under CHAMPUS will pay the rate of \$8.95 times the number of days spent in the hospital, or a flat fee of

\$25, whichever is greater.

This rate does not apply to any other category of CHAMPUS-eligible patients. Their inpatient care will, in most cases, be cost-shared under CHAMPUS' diagnosis-related group payment system.

Memorial plans commemoration

A series of events are planned during 1992 commemorating the 10th anniversary of the Vietnam Veterans Memorial. In the coming weeks, Jan C. Scruggs, president of the Vietnam Veterans Memorial Fund (VVMF), will announce plans for the 10th Anniversary Commemoration.

The historic 10th Anniversary of the Vietnam Veterans Memorial will provide a unique opportu-

nity for remembrance and reflection. It will honor the nation's progress in healing and celebrate the role the Vietnam Veterans Memorial has played during its 10 years on the Mall in the nation's capital.

For more information on specific events, call (202) 393-0090.

Blood donations halted for Gulf vets

Blood donations from *Desert Shield/Storm* veterans are temporarily halted due to a rare parasite transmitted by sand fleas in the Gulf.

To date, only 22 service members out of a half-million, have been found to have the parasite known as *Leishmania*.

This organism usually causes an easily treated skin disease. Doctors at

Walter Reed Army Medical Center in Washington, D.C., and the Walter Reed Army Institute of Research have identified the infection — via a bone marrow culture — in seven patients who have no skin lesions. The patients were found to have mild illnesses, some with fever and diarrhea.

Although doctors believe the number of cases is small, they want to ensure that all cases are quickly detected and treated.

The illness is not fatal and does not progress to more serious illnesses. Skin lesions, high fever and diarrhea are the only known difficulties.

The infection is treatable and symptoms are not expected to recur, nor are these forms of the parasite contagious in person-to-person contact.

It is recommended that individuals who traveled to the Gulf region since August 1990 temporarily refrain from donating blood. This delay will allow researchers time to determine the level of additional infections among the exposed population, and to develop a screening test for infection. □

New CNP takes personnel helm

ADM Mike Boorda recently turned over leadership of the Bureau of Naval Personnel (BuPers) to VADM Ronald J. Zlatoper following Senate confirmation of both nominees.

Boorda relieved ADM Jonathan T. Howe as Commander in Chief of both U.S. Naval Forces Europe

and Allied Forces, Southern Europe.

Taking the BuPers helm after serving as Commander Carrier Group 7 during Operation *Desert Storm*, Zlatoper said BuPers will keep emphasizing personnel policies and programs that promote stability, equal opportunity and a good quality of life for Navy people; personalized services from BuPers and manpower reductions with-



U.S. Navy photo

out voluntary separations of sailors. □

Mail Buoy

Unknown ship

In regards to an article that I read in October 1991 issue of *All Hands* magazine, I found a mistake that disturbed all the sailors aboard my ship as well as myself. In the article titled "Fiery Vigil," you mistakenly called our ship USS *Ingraham* (FFG 61). My ship is USS *McClusky* (FFG 41).

During our participation in Operation *Fiery Vigil*, *McClusky* took aboard 375 evacuees, 15 dogs, two cats and a bird. If you have ever been on an FFG, you know that it is cramped enough with an Air Det. embarked, which brought the total of men aboard, prior to pick up, to around 235. Everyone put forth a tremendous effort to make all the victims of Mount Pinatubo's rage feel at home. All of the crew gave up their racks so many of the women and children could get sleep for the first time in days.

We also gave up little things that meant a lot to the evacuees, such as extra sea bags, which made it easier for some of the people to keep their things all together and extra blankets that we had purchased in other ports.

Well, every time our ship's name appears in a military magazine, it is either misspelled (which had been done numerous times) or mistaken for some other ship. All of us aboard feel like we are lost at sea on the "unknown ship." Maybe everyone here should get an American Express card. Maybe then people will recognize us. We might be a "small boy," but when it comes right down to it, we are "Mighty Mac," leaders of the Pac.

ET3 Enrico Fambray
USS *McClusky* (FFG 41)

Mistaken identity

As a member of HC 2 (Helicopter Combat Support Squadron 2) Det. 2, the "world famous Desert Ducks," I would like to correct a minor discrepancy in your September '91 issue. On the inside back cover, your fine magazine shows a picture of a SH-3 "G" mighty *Sea King* (A/C 746 "Wild Duck") hoisting to the deck of the USS *Niagara* (AFS 3). The caption states that the aircraft was a SH-3 "H" and not the venerable "G" with the powerhouse of powerhouses (not), the T-58 "Dash 8" engines.

Being the only helicopter combat support detachment permanently based in

this tropical and exotic paradise known as the Persian Gulf, and posting record numbers in hours flown as well as pax, mail and cargo moved during Operation *Desert Storm*, I would just like to make it known that the helo pictured is indeed a "Golf" and is a fine old workhorse for the "world famous Desert Ducks."

A concerned Duck
HC-2 Det 2

Reunions

• **Iwo Jima Survivors Association** — February 21-23, Wichita Falls, Texas. Contact Iwo Jima Survivors Association of Texas, P.O. Box 1657, Bowie, Texas 76230.

• **USS Noa (DD 841)** — March 27-28, Sanford, Fla. Contact USS *Noa* Reunion Committee, 129 Willow Lane, Lake Helen, Fla. 32744; (904) 228-3366.

• **USS Purdy (DD 734)** — April 2-5, Norfolk. Contact Larry Eckard, P.O. Box 5145, Hickory, N.C. 28603; (704) 256-6274.

• **USS Smith (DD 367)** — April 9-11, Tyler, Texas. Contact Harold Angel, Route 4, Box 126, Winnsboro, Texas 75494; (214) 629-3549.

• **VF(N) 52** — April 21-23, Pensacola, Fla. Contact Douglas T. Horst, 2612 Salina Way, Kissimmee, Fla. 34758; (407) 846-4388.

• **USS LST 2** — April 23-25, Easley, S.C. Contact Edford Turner, 320 Mossie Smith Road, Easley, S.C. 29642; (803) 859-1258.

• **USS James O'Hara (APA 90)** — April 24-26, Fort Myers, Fla. Contact Jerry Schuetz, 15160 N. Pebble Lane, Fort Myers, Fla. 33912-2335; (813) 482-1049.

• **USS Tarawa (CV/ CVS/ CVA 40), air groups and Marines** — April 30-May 3, Norfolk. Contact Larry Eckard, P.O. Box 5145, Hickory, N.C. 28603; (704) 256-6274.

• **USS Lloyd Thomas (DD 764)** — April 1992, Virginia Beach, Va. Contact Robert J. Scherrer, 4812 Admiration Drive, Virginia Beach, Va. 23464; (804) 467-6270.

• **Mobile Riverine Task Force 117, USS Benewah (APB 35), USS Calleton (APB 36), USS Mercer (APB 39) and USS Nueces (APB 40)** — April 1992, Hickory, N.C. Contact Larry Eckard, P.O. Box

5145, Hickory, N.C. 28603; (704) 256-6274.

• **USS Little (DD 803)** — May 1-3, Catalina Island, Calif. Contact Frank Whall, 50 Maple St., Norfolk, Va. 02056.

• **50th Anniversary of the Battle of Coral Sea** — May 1-9, Australia. Contact Leanne Jones, 222 Kearney St., San Francisco, Calif. 94108-4510; toll free (800) 234-2394.

• **NMCB 128 (Vietnam Era)** — May 5, Gulfport, Miss. Contact Mack Hood, P.O. Box 784, Long Beach, Miss. 39560; (601) 863-7941.

• **USS Chicago (CA 29/136 and CG 11)** — May 12-17, San Antonio, Texas. Contact M.E. Kramer, 41 Homestead Drive, Youngstown, Ohio 44512

• **USS Jenkins (DD/DDE 447)** — May 13-16, Wauwatosa, Wis. Contact Ralph J. Kuhnke, W149 N8378, Norman Drive, Menomonee Falls, Wis. 53051; (414) 251-5609.

• **PBM Mariner and P5M Marlin** — May 13-17, Virginia Beach, Va. Contact Dr. Harold W. Stetson, 222 N. Chancellor St., Newtown, Pa. 18940-2206; (215) 968-3103.

• **Carrier Air Group 11 (World War II)** — May 13-17, Virginia Beach, Va. Contact Rod Ham, 361 Chickasaw Road, Virginia Beach, Va. 23462; (804) 499-2630.

• **VP/VPB 204 (World War II)** — May 13-17, Virginia Beach, Va. Contact George W. Thaler, 310 S. Main St., Chippewa Falls, Wis. 54729; (715) 723-2822.

• **USS Providence (CL 82)** — May 14-16, Covington, Ky. Contact Ray E. Lape Jr., 1717 Monticello Drive, Fort Wright, Ky. 41011; (606) 341-6114.

• **USS Cogswell (DD 651)** — May 14-16, Fall River, Mass. Contact R.A. White, 56 Park Ave., No. 3, Winthrop, Mass. 02152; (617) 539-0408.

• **USS Kearsarge (CV/ CVA/ CVS 33)** — May 14-16, Mobile, Ala. Contact Kenneth S. McDaniel, 301 East Drive, Oak Ridge, Tenn. 37830; (615) 482-4302.

• **Vietnam Veterans** — May 15-17, Frankfort, Ky. Contact L.Z. Bluegrass Inc., P.O. Box 4884, Louisville, Ky. 40204.

• **USS Raleigh (CL 7)** — May 18-21, Reno, Nev. Contact Glenn Nichols, 126 6th, Unit 134, Langley, Wash. 98260; (206) 321-5398.

Transition to quality

Chiefs take charge, and the squadron takes off

Story and photos by JO1 Steve Orr

We're not the best squadron in the Navy, but we're working on it."

These words echo through the passageways, work spaces and hangar bay of Helicopter Anti-submarine Squadron (Light) 32 (HSL 32), based at Naval Air Station Norfolk. It reflects an attitude which has been the HSL 32 "Invaders" driving philosophy for more than a year.

Master Chief Aircraft Maintenanceman (AW) Edward Kiger, HSL 32's command master chief, sweeps a hand over a stack of documents outlining squadron goals and accomplishments of the past year. Flight hours are at an all-time high. Advancement and retention are up. The helo squadron has enjoyed one of its safest years on record. "We've come a long way in the space of a couple of years," Kiger said proudly. "I think a major factor in our success is the increased leadership role of HSL 32's chief petty officers' mess."

HSL 32 is home to the SH-2F *Sea Sprite* helicopter, which provides anti-submarine warfare (ASW) and anti-ship surveillance and targeting support for smaller combatant ships. The aircraft is also used for search and rescue (SAR) operations.

Kiger admits the squadron was having more than its share of problems as far back as mid-1989. Although the Invaders had just begun to pull out of a deep slump, "in February 1990 they flunked a corrosion control inspection," he recalled. "It was pretty bad. Flunking the corrosion control inspection basically says your squadron is at the bottom of the barrel. The command was in the pits."



On top of the unsuccessful inspection, the squadron also dealt with an accident and several foreign object damaged (FOD) engines. Part of their problem, thinks HSL 32's Maintenance Control Chief, Senior Chief Aviation Structural Mechanic (AW) John Blizzard, was a lack of consistency in the squadron leadership.

"When I first checked on board, there was no continuity at all, either in the chiefs' mess or in the rest of the squadron. There was someone different in charge of maintenance control almost every day. The officers would do all the planning but were never around because of their other commitments and requirements. It was chaos. No one knew who was running things. It was cutthroat, no squadron unity at all."

It was time for changes, remembered CDR Joseph Belinski, HSL 32's commanding officer.

"After the accident, we started to break things down, looking at what we needed our goals to be," he said. To achieve those goals, three areas of concern were identified: mission readiness, safety and personnel welfare and retention.

"There was a big turnover in the chiefs' mess and in the first class petty officer community about that time," said Chief Aviation Anti-Submarine Warfare Technician (AW) Thomas Nelson, leading chief of HSL 32's "A" Detachment. "The new chiefs came into the command concerned with turning the squadron around."

"The biggest thing was just getting everybody together and using the ideas, making them all work but still holding the reins with a firm

An SH-2F *Sea Sprite* from HSL 32 practices hot air refueling with USS *Wainwright* (CG 28).

hand," Blizzard said. "The chiefs had to form one solid group, with no person stronger than another."

The chief petty officers of HSL 32 went to work, concentrating on the goals agreed upon by the squadron officers and chiefs. "It became a working chiefs' mess, the way a mess was designed, the way it should be," Blizzard recalled. "Everyone knew the squadron goals. It was now a matter of achieving them."

Led by the chiefs' mess, the squadron placed a renewed emphasis on training. "We've put together an aggressive training program," Belinski said.

Newly reporting personnel are assigned to Detachment Zulu, a work center devoted to training. Many are slotted for schools, especially non-designated strikers. Thanks to the educational services office, most immediately begin working on advancement requirements.

"As soon as they cheek in, I give them the courses they need to complete for advancement," said Aviation Boatswain's Mate (Aircraft Handling) 1st Class Sanjuan Badillo, the squadron's educational services assistant. "In the work center, their supervisors stay on top of things, asking the airmen how they're doing, how far along they are."

"Too often in the Navy a new guy will cheek into a command and it's sink or swim," said LCDR Louis Ludlum, squadron maintenance officer. "HSL 32 has invested a lot of time sending people to school, even if it hurt our manning levels. In the long run, though, we've gotten better quality work out of our people."

The training program encompasses all levels in the squadron, from pilot qualifications for the officers to plane captain qualification for junior personnel. First class petty officers are put on the night shift to give them the responsibility and



Above: HSL 32's disciplinary review board investigates the facts surrounding a case before it reaches the commanding officer. Right: AA Alton Franco works on the tail rotor of one of HSL 32's 10 aircraft.

experience of running HSL 32's 10 detachments. The chiefs' mess also manages the squadron's professional development board.

As a result of these combined efforts, the squadron has enjoyed remarkable results in recent exam cycles. In the past two cycles alone, 207 of 208 personnel passed the advancement exam, and 59 were advanced. "We can't really do much better than that," Belinski said.

Safety and personnel welfare concerns were approached with the same enthusiasm as training. "Once everyone is trained and ready to do the mission," Belinski emphasized, "the next thing is to keep them in good health and give them a safe working environment."

This is accomplished through extensive planning sessions. "On Monday mornings, the maintenance chief gets together with all the other chief petty officers and shop supervisors," explained Kiger. "They go over everything that has to be done during the week — scheduled



inspections, flying missions and static displays. They plan out everything. Ninety-nine percent of the time when something comes up, it's already handled. It cuts down on the problems when things get hectic."

Teamwork plays a key role in HSL 32's safety program. Every morning squadron personnel — from the commanding officer to the most junior airman — gather on the flight line for the FOD walk-down. In addition to keeping the flight line free of debris, the all-hands walk-down fosters a sense of togetherness, according to Kiger.

"In leadership, everything hinges on two things — teamwork and

involvement," said Kiger. "The buzzwords may change, but the Navy's been preaching those principles for a long time."

One way HSL 32 has nurtured the feeling of teamwork and involvement in its personnel is through an increase in personal recognition. Again, it is a concept that involves all levels of the squadron.

"We've taken a hard look at what our people are accomplishing," Kiger stresses. "Using evaluations, we make sure the chiefs and first class petty officers are getting credit for their management roles. If they're reaching out and grabbing that ball, they're getting credit for it.

"The recognition of outstanding achievement is a priority for the Invaders," he continued. "We're constantly improving our Bravo Zulu program. Anyone can put anyone else up for anything from an 'Atta-boy' to a Navy Achievement Medal. Our sailor-of-the quarter program is outstanding.

"We hold monthly chiefs' meetings and ask ourselves, 'Who's been busting their butt this month?'" Kiger said. "We'll identify one or two of our people and invite them into the chiefs' mess so the maintenance chief and I can personally thank them for what they've done for the command. We just want to tell them, 'Thanks a lot. We appreciate what you're doing.'

"To tell you the truth, I think that means more to some of our sailors than getting a letter of appreciation at quarters, because we're the ones driving them and we've taken the time to thank them."

"Recognition has played a large role in enabling the squadron to accomplish its goals," Nelson said. "The important thing is that the recognition is timely and appropriate, and that ties into communication."

Communication has aided the leadership of HSL 32 to establish strong bonds with its personnel. A good example is the frequent pre-deployment briefs offered by the squadron to those preparing to depart on a cruise. Spouses and significant others are encouraged to attend with their sailors. Information about financial aid, counseling and other services are presented by family service center staff and members of the squadron.

The Invaders' efforts to lend a helping hand isn't lost on its personnel. When he encountered difficulties during his transfer to the Norfolk area, Aviation Electrician's Mate 2nd Class Michael Dea said the squadron went the extra mile.



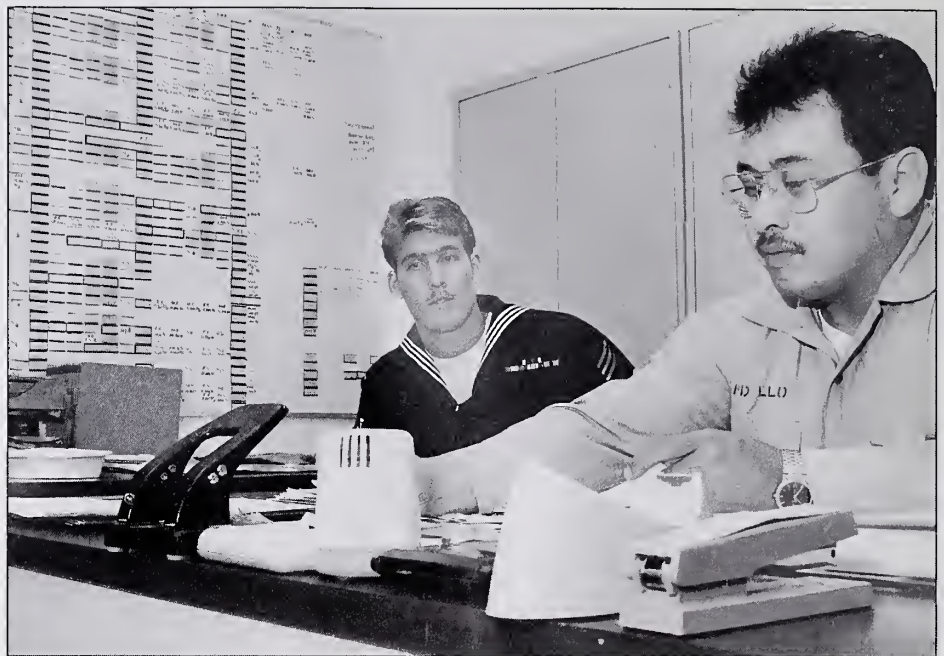
"They bent over backwards to help me out," he said. "I was trying to settle in with a sick child, and the command helped ease me through and got me into housing quickly. I've been in squadrons and at other commands that were so mission-oriented they didn't care if someone had personal problems that could affect job performance. This squadron makes you feel like somebody — like part of a family — and it's the first command I've been in where I could see how high the morale really is."

"As a new chief reporting from a training command," Nelson said, "I was behind the power curve when I first checked on board. I had a lot of growing to do. The chiefs' mess, I think, functioned exactly as it was supposed to. The more experienced chiefs took me under their wing until I got my feet on the ground and my nose pointed in the right direction. They gave me a combination of technical help, good advice and good examples to follow."

When a sailor is happy with the working environment, it usually reflects in the decision to continue a naval career. "This is a squared-away command, from the people to the work place," said Chief Navy Counselor (SW) Michael Watterson, HSL 32's command career counselor. "The numbers for retention come after the people are satisfied. The support from the top is the best I've ever seen."

As a result, HSL 32 boasted an increase in retention. First-term retention was up 12 percent, second-term was up 13 percent and career retention was up 35 percent. "We've surpassed the Navy goals for retention and it's getting better," Watterson said.

"One thing that has really helped meet our goals," Kiger said, "is that CDR Belinski, our CO, and the Executive Officer CDR Frank Verhofstadt, let the chiefs take the reins,



Above: ABH1 Sanjuan Badillo, educational services assistant, discusses advancement with ADAN Tim Jewell. Right: AMHC(AW/SW) Sylvester Freeman inspects work on a helo part.

as long as they do the job. The CO also won't hesitate to jerk them up short if they're screwing around. That's an important point."

So far it's working. The Naval Air Atlantic Performance Assessment Team recently cited HSL 32 as the "most-improved" squadron in Naval Air Forces Atlantic. In 1991, the Invaders flew more hours than ever before, more than 7,000. People are being trained and advanced. The work is being accomplished safely and the trend is continuing.

The training and teamwork are paying off time and again for the Invaders of HSL 32. Deployed detachments from the squadron were involved in recent at-sea rescues. One *Seasprite* crew, embarked aboard the cruiser USS *Yorktown* (CG 48), plucked a Navyman from the Mediterranean Sea after the crash of an E-2C *Hawkeye* surveillance aircraft. Another helo crew, operating with the frigate USS *Pharris* (FF 1094), identified a sailboat in distress off the coast of North Carolina and hovered nearby until the boat's crew could be rescued.

"We're proud of what we've accomplished," said Belinski. "I



think it shows in how everyone works together. A year ago, the attitude just wasn't there. Now, everyone is hard-charging — and that's what counts." □

Orr is assigned to NIRA Det. 4, Norfolk.

Brazen courage

Ike aviators bring home a bird without a beak

Story by JO1 Lee Bosco

The art of landing an F-14 on the deck of an aircraft carrier is doubly deceiving. Done correctly, landing any aircraft on the deck of a ship at sea is a combination of supreme high-tech instrumentation, hours of training and brazen human courage.

But sometimes a subtle, calculable kind of good fortune also occurs when everything just seems to break the right way during an incident — when training and ability come together in a blinding flash and life moves in slow motion. And, in some extraordinary cases, it helps produce an event that makes witnesses stand back, shake their heads and mutter, “How the hell did he do that?”

LCDR Joe “Reb” Edwards knows that slow-motion moment. The Fighter Squadron 142 pilot had just launched from USS *Dwight D. Eisenhower* (CVN 69) Nov. 13 and was cruising along in his F-14, 27,000 feet above the Persian Gulf, when the aircraft was suddenly struck by what seemed to be a foreign object. The windscreen of his aircraft was smashed, and the canopy glass above his head was gone. He knew whatever had struck the aircraft had also caused him serious injury — his right eye was blinded, and he suffered a broken right collarbone — as shards of glass slammed into his cockpit. He instantly lost all communications capability and couldn’t

see or tell if his back-seat Radar Intercept Officer (RIO) LCDR Scott “Grundy” Grundmeier had been seriously injured.

“I knew we hit something, and it had to come from the aircraft,” said Edwards. “My most serious concerns were the condition of my RIO Grundy, and the fact that my canopy had imploded and I had no idea why.”

Edwards didn’t have time to worry about what caused the damage. His first concern was keeping his jet in the air. “Because of the loss of pressurization, once I got the aircraft

LCDR “Reb” Edwards and LCDR “Grundy” Grundmeier’s F-14 Tomcat following the hair-raising recovery.



U.S. Navy photo

**Crewmen stare in disbelief at the
"wounded bird's" shattered canopy.**

stabilized, I had to get to a lower altitude and slower speed," he said.

Unbeknownst to the pilot, the radar dome encased in the aircraft's nose had separated from the fuselage and hit the wind screen. The sudden impact caused the canopy to implode, showering him with glass. "My next decision was where to put the plane down. Bahrain, my divert field, was 125 miles away. I didn't know how seriously injured I was or how long I could maintain flight," Edwards said.

"The ship was nearby, and I still didn't know the condition of Grundy. I knew medical attention would be waiting aboard, and it was a situation where minutes could make a big difference. So, I decided to try to bring it home to the ship."

Edwards, flying with one good eye and a broken collarbone, still couldn't communicate with his RIO as he sighted the ship. "I made a couple of low-level passes above the ship to let them know I needed immediate priority," he said. "Just then, Grundy popped up behind me and hand-signaled to me that the ship was getting ready for us to try to land. You don't know how relieved I was to see that he wasn't really hurt and that he had comms [communication] with the ship. I hadn't been able to see him because he was crouched down to avoid wind blast and to talk to the ship."

The knowledge that his RIO was O.K. relieved some of Edwards' anxiety, allowing him to concentrate on his approach. He made a smooth trap and caught the "three wire," still unaware of the extent of the damage.

Amid the cheers of shipmates and the bustle of medical personnel, Edwards got his first look at the wreck he brought safely home. "I was wide-eyed and wondering what people were looking at; then I saw



that the entire nose was missing," he said. "It was then that I realized the great job that the guys on the ship did. The landing safety officers were great — true professionals."

The flight deck crew and his RIO also received praise for their parts in the drama. "From the moment I saw Grundy back there I knew things were getting better. Then, when I looked down and saw them clearing the flight deck and turning into the wind, it made me feel pretty good about coming back to the ship."

Following the successful landing, Commander Carrier Airwing 7 CAPT Jim Sherlock, heaped praise on the officers and crew of *Ike*, but reserved his highest accolades for Edwards and Grundmeier.

"The aviators on this ship, to a man, cannot believe that LCDR Edwards landed that airplane," Sherlock said in an interview with the *Virginia Pilot*. "The RIO did an absolutely super job. They both are heroes. It is the most extraordinary flying feat I've seen in peace or war in my lifetime."

Edwards also marveled at the durability of the aircraft. "There aren't many airplanes that can take that kind of abuse and still remain airborne. We were very fortunate that the airplane stayed flyable."

Edwards said he was thankful for the confidence the chain of com-

mand had in him. "They could have taken one look at the condition of the aircraft and said, 'No, it's too risky. Bingo him to Bahrain,' but they didn't. They let me take a shot at landing on the ship. I appreciate their confidence in me, Grundy and the team on deck."

Confidence and luck — a potent combination. The radar dome *could* have separated on take-off, which would have made control of the plane much more difficult. The airplane *could* have been 200 miles from the ship when the accident happened. The flying debris *could* have smashed into one of the tail fins and caused the aircraft to spiral out of control — instead it bounced over the rear of the airplane. As in many outstanding achievements, luck played an important role in Edwards' unbelievable feat.

Bringing the wounded bird home was a cumulative effort. Brave men in the air and on deck used knowledge, expertise and instinct to add a unique chapter to the annals of naval aviation. Ask them about it and they'll talk about superb equipment, strict adherence to emergency procedures and hard work.

Then they might even admit to being more than a little lucky.

Bosco is a photojournalist for All Hands.

Welcome aboard!

Welcome center aims to be a "one-stop" shop

Story and photos by JO1 Steve Orr

One fact of Navy life is moving. New duty stations are exciting but bring with them concerns that require immediate attention — not the least of which is housing. Frequently, government quarters aren't readily available, forcing sailors to live on the economy. Yet finding affordable housing in the civilian community can be a time-consuming and frustrating endeavor.

In early 1990, CAPT William Mitchum, then commanding officer of Public Works Center (PWC) Norfolk, recognized this problem and challenged PWC Housing to "draw up plans for the ultimate housing referral operation." According to Larry Pledger, director of the personnel support division of PWC Family Housing, "The idea was to create more of an all-around welcome center, rather than the normal housing referral-type of operation you usually see."

All aspects of the proposed pilot operation, from funding and manning to location and types of services offered, were scrutinized by planners. The city of Norfolk lent its support and expertise for the project that would benefit the area's large military community. The proposed center would be open to active-duty and retired military personnel and DoD employees and their families.



Months of planning and building culminated in the early 1991 opening of the Norfolk Navy Welcome Center. Located in the JANAF (Joint Army-Navy-Air Force) shopping center, the welcome center is comfortably and conveniently nestled among familiar department stores and boutiques; across the street is a major shopping mall.

"Because 75 to 90 percent of our business deals directly with housing referral, [JANAF] was considered a central location for [all] the services," Pledger explained. "This way, we are closer to the houses and apartments we list."

The beautifully decorated welcome center has many assets, such as a spacious lounge and a supervised playroom for children. Friendly counselors assist service members

The Norfolk Navy Welcome Center offers military personnel, DoD employees and their families help in finding housing when they transfer to the Hampton Roads area.

by first placing them on government housing waiting lists.

From there, the customer can request a listing of houses and apartments available for sale or rent anywhere in the Hampton Roads area. These listings are customized to fit the individual's desires or needs. Parameters such as location, number of bedrooms and bathrooms required, pet agreements and desired price range are fed into a computer terminal.

"We access a data base of more than 7,000 rental and 500 sale listings, and that base is growing every day," said Dawne Brooks, a housing

Right: Counselor Gene Suggs reviews forms for military housing customers. Below: To help locate a satisfactory apartment for a military customer, counselor Rudy Francisco enters parameters such as number of bedrooms and bathrooms desired, location and price range.

administration specialist. "This data base is shared by the housing offices of other area commands through a computer network based at the welcome center.

"Area realtors can call in their listings to add to our base," Pledger said. "If we are out in the city, we'll even jot down phone numbers and addresses of houses that have signs in the front yard and try to get those listings added."

The listings, while constantly growing, are also constantly changing. Welcome center personnel may add or delete 50 to 100 listings a day. "If someone comes in one day and doesn't see something they like, that doesn't mean we won't have something for them the next day," Pledger said. "We encourage people to come back or call often. We will even fax the listings to them."

Armed with their customized printout of listings, customers can choose to call the phone numbers for the houses and apartments on their list using a bank of phones at the center provided for that purpose. Others prefer to go look at the listed properties. Maps and directions are also provided by the welcome center.

Customers can also have any questions about the area answered by a Norfolk city representative working full time at the welcome center. "Most of the questions I'm asked concern things like car registration, inspections and city decals," said Joreen Baxter. "I also answer questions about schools, taxes — whatever anyone needs, I can get the information. I can also register customers to vote."

Other services offered by Pledger and his staff include lease review,

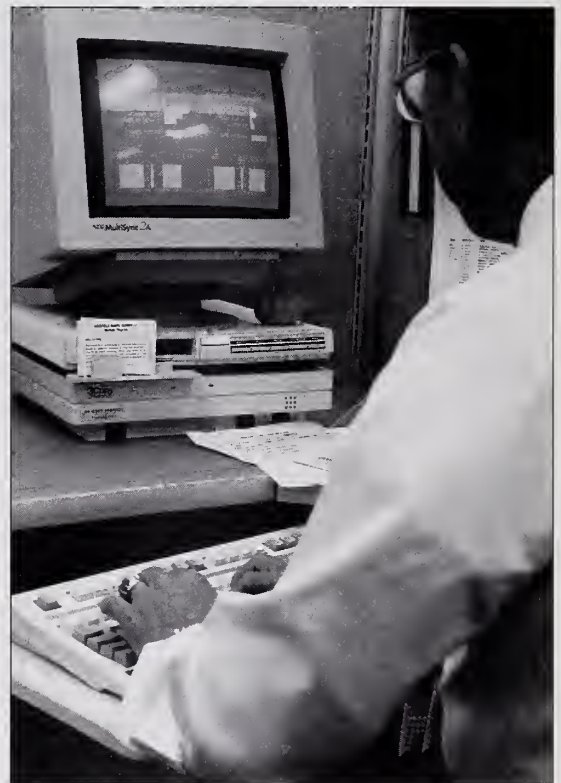


mediation in landlord/tenant issues and command briefings. "We even have someone who can travel overseas to give briefings to ships that expect to homeport in the Hampton Roads area.

Although the welcome center has been in operation several months, Pledger is quick to emphasize the list of services will continue to grow.

"Sometimes we get a customer who has no transportation, so we provide a showing service," Pledger stated. "We pick up the customer, bring them to the center to get the listings and take them out to actually see the properties. Our hope is to expand this service to all our customers in the future."

An expanded showing service is only one of many improvements welcome center personnel are anticipating. Other additions include a touch-screen computer system to help customers find where they are on housing lists, where to go for different services and hours of operation for exchanges and other facilities. Another service will allow a customer telephone access to check their position on the housing lists.



As expansion continues, Pledger and his staff keep their eyes on the future. "We haven't stopped growing by any means," he said. "We will continue to look at what we're doing to fine-tune the operation so that our customers truly find the center to be a one-stop shop." □

Orr is assigned to NIRA Det. 4, Norfolk.

Fair winds

Departure center smooths the move for sailors

Story and photo by JO1 Steve Orr

A few months after the celebrated ribbon cutting at the Norfolk Navy Welcome Center, another service center aimed at PCSing personnel opened its doors for business less than a half-mile away. Although it hasn't enjoyed the fanfare associated with its more well-known cousin, the Housing Departure Assistance Center (HDAC) has provided several hundred military customers the information needed to make smoother transitions to new duty stations. The center is also overseen by Norfolk's Public Works Center.

"It's a free service," said Tony La Via, the office manager of HDAC. "Any military member or civilian Department of Defense employee assigned to a Navy or Marine Corps command, or their spouse, can use the center."

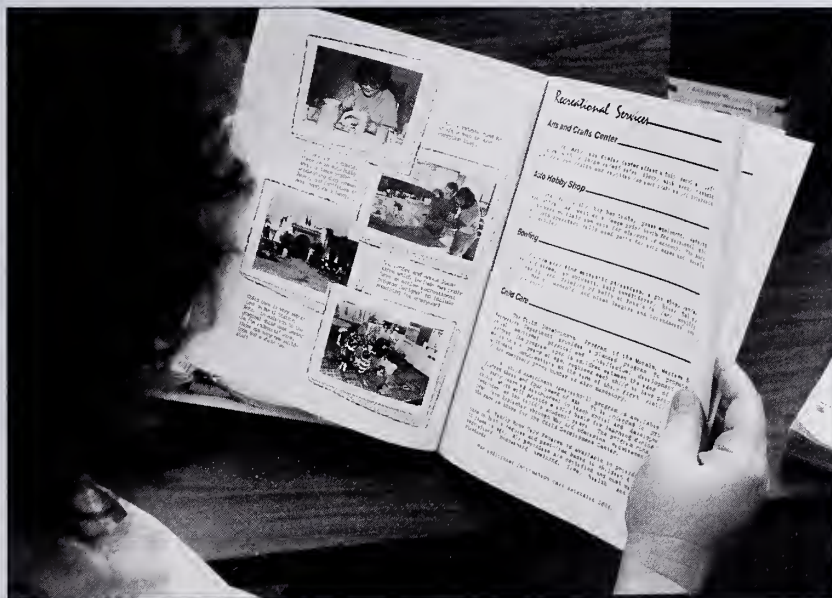
First-time customers are asked to complete an assessment questionnaire to determine their needs. Information such as number of family members, anticipated duty station and areas of interest are entered into

a computer bank. At that point, the customer can either meet with a departure counselor or use the automated self-help computer program to find information about where they are going. The counselors and computers provide extensive information on 24 Navy-designated primary duty sites in the United States and overseas, and limited govern-

the information is updated on a quarterly basis. Additionally, there are videotaped programs, literature, large wing files and newspapers available to help the customer gather information.

The departure center also provides workshops to customers on home-buying and home-selling to help prepare for dealings with real estate agents.

The departure assistance service, funded through Naval Facilities Engineering Command (Nav FacEngCom) in Washington, D.C., will be carefully looked at in the coming year. "This is a new program," said Ann Snider, NavFacEngCom family housing management specialist. "We'll review it in a year and see where we will take it from there."



ment housing information and phone numbers for more than 100 secondary sites.

The menu-driven, self-help program can help the military member or spouse retrieve information about the primary sites' availability of government housing, the civilian housing market, variable or overseas housing allowance rates, base services and community information. Hard copies of the computer information are kept in binders if the self-help modules are in use. Most of

While HDAC is not intended to replace the Navy's sponsor program, La Via is convinced it can better prepare transferring personnel for their new commands. "The customer can get a feel of what it would be like to live on the economy of a new duty station," he explained. "The person is already armed with essential information before they start their transfer." □

Orr is assigned to NIRA Det. 4, Norfolk.

Norfolk's Housing Departure Assistance Center provides Navy families with information on schools, housing and other areas of concern for 24 major Navy bases around the world, easing the transition of PCS moves.



A detailed future

Getting orders takes some flexibility

Story and photos by PH1(AW) Joseph Dorey

The voice on the phone is concerned, but firm. It is friendly, but hurried. "What's your social?" the voice inquires. "Let's see what we've got." It is the voice of destiny for many sailors and their families worldwide. For the next three or four years, where those families live and what job those sailors do often depends on what happens during the next few minutes.

The voice comes back on the line listing what is available. "What do you want to do?" The future is now.

The "voice" belongs to a detailee. Every day hundreds of enlisted personnel go through this process to get orders. It all seems simple enough, but there is much more to it.

On the third deck of the Bureau of Naval Personnel (BuPers) in Washington, D.C., there are 250 detailers tasked with writing 130,000 permanent change of station (PCS) orders for enlisted sailors each year. Yet most sailors don't know where detailers get these orders from and who decides what billets need to be filled. That responsibility lies with the four manning control authorities (MCAs), the first step in the detailing process.

The MCAs are responsible for filling the Navy's enlisted billets. They are Commanders in Chief, Atlantic and Pacific Fleet; Chief of Naval Personnel and Commander, Naval Reserve Forces. The MCAs

determine the quantity and priority of all enlisted billets. They decide the number of personnel in each rating, paygrade and Navy Enlisted Classification (NEC) required to man their ships, squadrons and shore activities. This is compiled at the Enlisted Personnel Management Center (EPMAC) in New Orleans, where it is broken down by rating and paygrade. Then it is sent to the detailers in the form of a requisition, or "req," listing commands with billets opening in the next nine months.

EPMAC updates the requisition every two weeks, usually the first and third Monday of each month. With this institutional information in place, the person-to-person process of detailing can begin.

Detailers can only assign sailors to billets listed on the requisition. Writing orders can become challenging as detailers try to balance the needs of the Navy with the desires of individual sailors. As Senior Chief Electrician's Mate (SW) Paul A. Johnson Jr., an EM detailee explained, "What we do is two-fold. First, we're the advocate for the sailor. Our No. 1 priority here is to try to see if we can get the sailor what he or she wants. Second, we have to be concerned with filling the fleet's priorities, making sure the fleet is manned."

According to Johnson, it gets tricky sometimes when there is a top-priority billet and no one available. He must fill those billets quickly but, "We try not to force somebody

into a billet that they don't want. It makes our job a lot harder."

Most detailers average 30 to 50 phone calls a day. This explains why sailors frequently have trouble getting through. Some calls take only a few minutes, while others can take up to a half-hour, depending on how much time a detailee has to spend counseling an individual.

"If a person goes to his career counselor and finds out his options, it helps us immensely," Johnson said. "The member has an idea of what is available and what we can do for him."

"It's a lot harder when you get somebody on the phone who says they're coming up for orders and we ask them what they want, but they have absolutely no idea. So then we have to go into their options, and it takes time. Other people who've talked with their career counselor are held off. It backlogs things."

Sitting down with a career counselor and having a basic understanding of the Enlisted Transfer Manual is helpful to the sailor because he or she can see the rules in black and white. "And basically that's what we're working out of, the transfer manual," Johnson said.

Even though detailers are busy, they try not to hurry people who call. "We give them all the time they need and try to answer their questions," said Chief Hospital Corpsman (AC) Melissa M. Collins. She is one of 11 detailers who service the Navy's largest rating — more than 28,000 HMs.

CEC Carlos Figueroa, a Seabee detailee, listens to a request for orders.

"The only thing is, we just can't take many calls. You can only work one call at a time," she said. "But we spend as much time on the phone to meet that individual's needs. We just don't cut them off because we don't have enough time to talk to them."

Talking on the phone is only part of the job. Writing orders makes up about 40 percent of a detailer's workload. The rest of their time is spent working on the mountain of paperwork that goes with detailing. They are responsible for sending message traffic and answering numerous personnel action requests (1306/7s) — requesting everything from "C" school to spouse co-location. They do most of their own typing, so it doesn't take long for them to become "administrative warfare" qualified. As one detailer put it, "If this had been a civilian job, I would have quit a long time ago."

"For about the first four months I was here, I was kicking myself for taking this job. I was just completely overwhelmed," said Master Chief Boatswain's Mate J. Joe LaCaze, a SEAL detailer. "There are so many different things you have to know about."

"I thought it was going to be something where I could sit back and pick out billets and write orders. Basically, that was it. But there's a whole lot more entailed," added Johnson.

The glamor of the job seems to be a misconception shared by many sailors in the fleet. There is a preconceived mental picture of BuPers — of the luxurious conditions in which detailers work. Because of the seniority of most detailers and the prestige sometimes associated with BuPers, detailers "must be" accorded such amenities as private offices, secretaries and lounge chairs. But they aren't. In fact, they seem cramped in their small cubicles. If you listen closely, you can hear the conversations of three or

four detailers drifting over the partitions. Visitors are usually amazed at the tight working spaces.

"Everybody [who visits] says, 'I was expecting you to have a real nice desk and a window.' But they see what kind of office space we work in, and they're pretty surprised," said LaCaze. "The first time I came here, I was very surprised that it was more like [being] a telephone operator."

Another delusion sailors often have about detailers is that they are not being entirely straight with them on the phone.

"I think they feel that in some way we're not telling them everything available on the requisition, that

we're still trying to hold some billets back and not giving them the whole story," said Johnson.

Communication with the detailer will debunk this myth.

There are two ways to meet the face behind the voice and see what the detailer actually has on the requisition — pay a visit to BuPers (not an easy task when stationed halfway around the world) or take advantage of the many field trips detailers make throughout the year.

Master Chief Constructionman John H. Lewis, the senior Seabee detailer, would like to see more sailors visit his office. "We invite anybody to come up here if they



want to see how it works, to look at our requisitions or whatever. If there's any doubt in their mind that we're not telling them the whole truth, they can come at anytime. My requisition book is right there in front of me, and I'll gladly pull it out and show them exactly what's available," he said.

"It's nice to see [sailors] face-to-face. We can briefly run them through the computer and show them what the detailer has to work with," said Senior Chief Machinist's Mate (SS) Timothy W. Jacobs, a submarine MM detailer. "If you're coming up for orders and you visit D.C., we'll punch in the 'req.' If the

job is available, and you're qualified, you can have it. I have even let five sailors write their own orders, which they got a kick out of."

Will coming to Washington give an extra advantage to sailors up for orders?

"As far as better service here — no. You do not get any better service," Jacobs said. "We're going to make the same offers to you over the phone as we do here in person, but sometimes it's easier to show a sailor what you've got [on a requisition]."

There is no room for favoritism either. "I don't save jobs for certain people," Jacobs said. "Basically, it's first come, first served. If you call me, and there's a billet available that you want, you've got it."

And since "seeing is believing," detailer trips are invaluable. Several times a year a small group of detailers representing all the ratings will travel to various duty stations worldwide. It does not matter if a particular rating's detailer is not there. The ones that are have full access to the requisitions of the ratings they represent. Meeting with them can be an eye-opening experience for some doubtful sailors.

"It's amazing when you go out on a detailer trip," Johnson said. "You may have talked to guys on the phone, but when you sit down person-to-person with them and open up the req right in front of them, they look at you and say, 'Wow, you're not lying.' Their mouths open and a light goes on that says 'Yeah, this detailer's not giving me a line.'"

Since some ratings are small, they are combined under one detailer. Chief Machinery Repairman (SW) James A. Stead details five ratings: patternmakers, molders, opti-

calmen, instrumentmen and MRs. Because these ratings work closely together, any one representative can effectively detail the others.

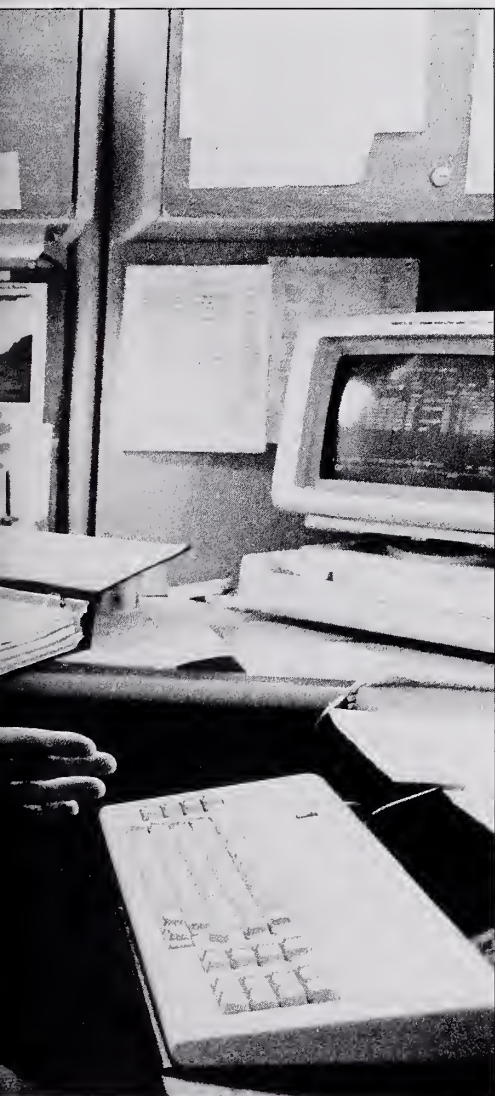
"I've never felt out of touch at all [with the other ratings]," Stead said. "I've been on five tenders and had a tour at a SIMA [Shore Intermediate Maintenance Activity], so I've worked with many IMs and OM's, patternmakers and molders. The career paths are basically the same. I detail them all the same — with all the priorities and guidance from the transfer manual."

While working with such small ratings, it is not unusual for the detailer to know many of the people they detail. The SEAL community is a good example.

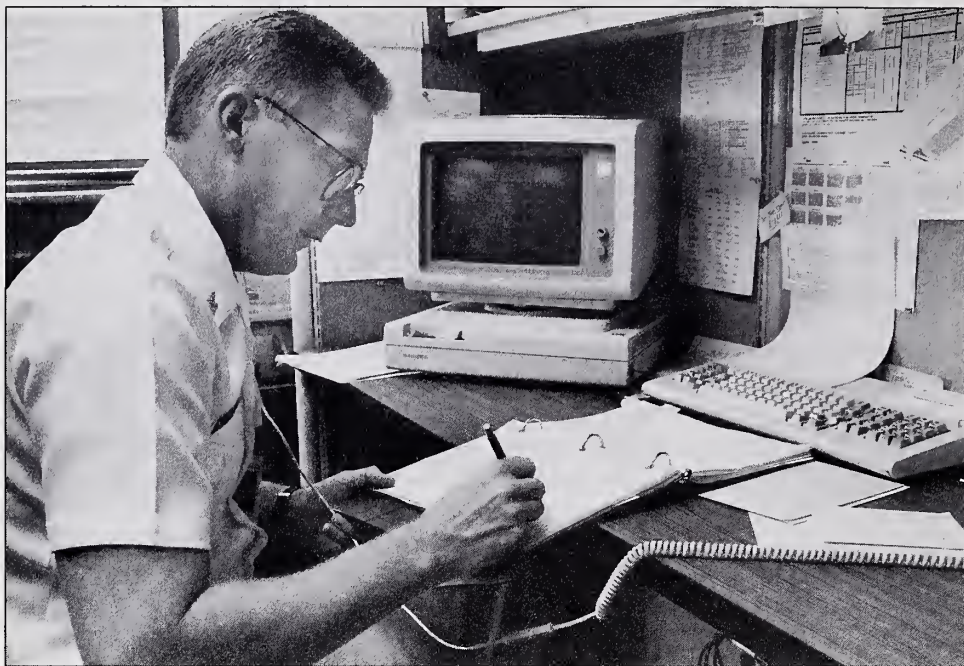
"Other than the new guys fresh out of training, I know most of the people in the community," LaCaze said. "And most of the people that I know, I know by first name. It probably makes it more difficult. It's real hard to tell them 'no' sometimes, but I have to."

Although about 90 percent of sailors up for orders call their detailer, some never call. Each detailer has a list of "rollers," people who are due to transfer but haven't called to negotiate orders. Every month the list is updated, and anyone within four months of his or her projected rotation date (PRD) will be sent orders for transfer. The detailers can wait no longer because orders need time to go through the system. This is when enlisted duty preferences (NAVPERS 1306/63) or "dream sheets" are mostly used. Since the individual has not contacted the detailer, detailers will use these forms to see if the individual's desires can be met. Other sailors will call repeatedly with each new requisition cycle — from nine months before their PRD to four months — without being satisfied.

"We'll let them go down to about four months and then we'll say, you



Submarine machinist's mate (Aux) detailer MMCM(SS) John S. Taylor (right) shows MMCS(SS) Bobby Davis the list of available billets on his BuPers computer.



EMCS(SW) Paul Johnson Jr. updates his electrician's mate requisition. Opposite page: These engineman detailers are among 250 detailers working on the third deck at BuPers.

need to make a decision now. If you can't make a decision, we'll have to make a decision for you. A lot of times an individual just refuses to make a decision for whatever reason, and we have to send them a set of orders," said Lewis. "From nine months to four months is a lot of time."

The term "penciled in" has been used around the fleet to mean that your orders are waiting to be cut, but are not yet official. According to Lewis, you can consider it done. "To us, when we say penciled in after the person has acknowledged [a billet] they want, they're just like orders. If I pencil you in for a set of orders, you're going to get those orders."

Writing orders also means paying for the transfer. Detailers are responsible for allocating the money for PCS moves and for any training received en route to the new duty station. They must figure the costs for transportation of family members and household goods, being careful not to exceed their limits. Detailers keep a voucher, like a checking account, that must be balanced at all times.

"When people call up and they want to go overseas, one thing we look at is our budget," Stead said. "Do we have the money to move people? Do we still have enough money to complete the training the

sailor needs to have? We've got to use the money we get wisely."

Even though orders are carefully reviewed by detailers and their rating assignment officers, occasionally a problem can occur.

In situations where a service member feels there has been a mistake made in his or her transfer, a sailor has the option of asking for a flag review of the orders as outlined in the Enlisted Transfer Manual. However, this is not done simply because an individual is unhappy with the orders. A flag review can only be requested by a commanding officer when all avenues of appeal through BuPers have been exhausted, and only if the CO believes that BuPers has not been apprised of all pertinent facts of the case. Usually this includes factors such as a sailor not being qualified, a family medical problem or some other fact that was not made known to the detailer or had transpired after the orders were written.

CAPT Thomas W. Tilt, director of BuPers' enlisted assignment division, said they don't get many flag reviews because most people understand the system and communicate with their detailers, realizing that the detailers are there to help them. And many recognize the delicate balance between the needs of the Navy and the desires of each sailor.

"We try very hard to give an individual what he or she wants. But that has got to be consistent with what the Navy needs. That's why we're all here — to do the Navy's job," Tilt said.

The best time to call the detailer is every other Monday when new requisitions come out. But it's especially difficult when calling from overseas. Sailors are encouraged to use Autovon phone lines or even call collect. Detailers realize the difficulty of trying to call from overseas because of the time difference and the likelihood of getting cut off. Detailers suggest that sailors specify that they are calling from overseas so that their call can be given priority.

There is also night detailing every second and fourth Wednesday of the month, where many detailers are available until 10 p.m. Eastern Standard Time. This is a good time to call because the majority of the phone traffic from the continental United States slows down. It is also more convenient for sailors in Pacific area time zones.

An electronic bulletin board system has recently been installed at BuPers to allow sailors to communicate with detailers through computers. The idea is to leave a message for the detailer that either they or an administrative assistant can answer, usually within 24 hours.

The system, called BuPers Access, will free up phone lines and provide information on billets opening, detailer visits, advancement and selection board results, school programs and PCS housing.

"Every branch now has a BuPers Access terminal," Tilt said. "If you have a modem, a telephone and a computer, you can call in and leave a message or you can get information.

You don't have to talk directly to the detailer."

Although detailing can be a frustrating and demanding job, there are some rewards that detailers learn to cherish, if only for a few minutes.

"The satisfaction you get varies from phone call to phone call," Johnson said. "You can get off the phone with one sailor and feel great because you helped out. You get off the phone two minutes later with another sailor you couldn't help. You just didn't have what they wanted, but you know you've done your best."

"The best feeling in the world is when you make somebody happy and they start yelling and jumping up and down; you can hear them on the other end of the phone. They got what they wanted," said Collins. "And you get just as upset when you have to say 'no' to a sailor. That's the hardest thing, telling people 'no.'"

Jacobs also enjoys the gratification that comes with helping out shipmates. "I think the most satisfying thing is to get a call from a junior E-4 saying, 'Chief, I know I probably can't get this, but this is what I want,' and you're able to say, 'Buddy, I'll tell you what, I can do that for you.' It just makes your day when you can give him something he thinks is impossible. Because whenever he picks up that phone, that is the most important call he has made all day long. That may be the most important call in his whole life," Jacobs said.

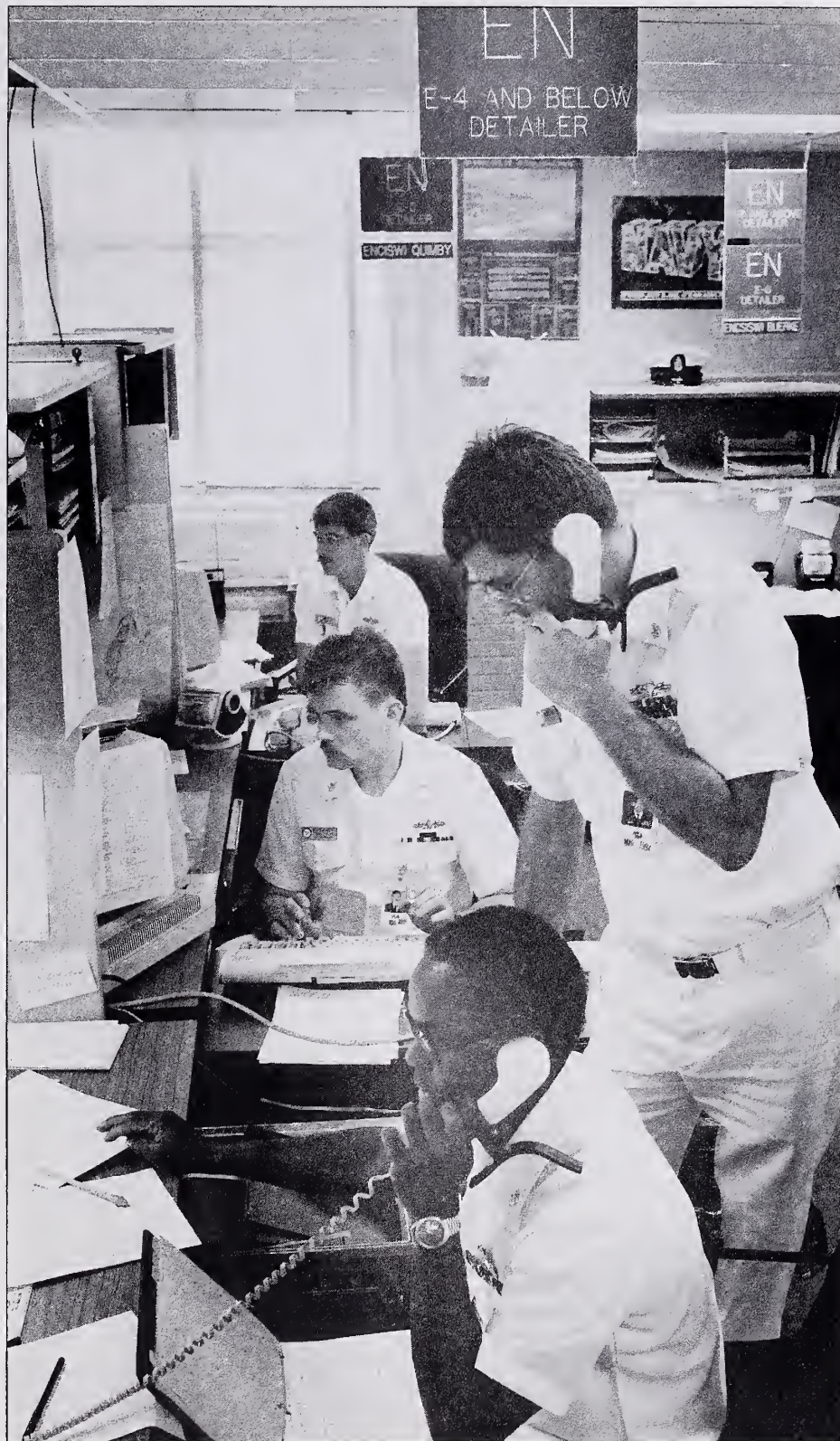
Being flexible when looking for orders is essential. As seniority increases, availability of billets decreases. If location is most important, then flexibility is needed in the type of commands requested by sailors. The detailers are there to help individuals; however, they cannot create billets. Calling nine months before your PRD and continuing to call at each new requisition cycle provides the best opportunity for

finding a suitable billet. Lewis also advises that sailors be aware of what is happening in their rating and stay in contact with their career counselor.

"A lot of people listen to hearsay without really finding out the truth of things," Lewis said. "They should

find out what the facts are. They need to take responsibility for themselves and their careers." The future is now. □

Dorey is a photojournalist for All Hands.



Unity on the seas



In the frigid North Atlantic, NATO still sails

Story and photos by PH1(AW) Joseph Dorey

As the ship moved quietly past the darkening shadows of the steep cliffs above, the crew moved confidently, not knowing that their daily routine was about to be rudely interrupted.

They were now entering the "Fjord Zone," a place where electronic surveillance equipment cannot always be counted on for protection, and where surface vessels and submarines can easily hide.

"Inbound surface contact fast approaching!" comes the call across the bridge. But it is too late. The ship and crew have been destroyed — this time.

Welcome to *North Star '91*, a NATO exercise held Sept. 10-19 in the North Atlantic, the Norwegian Sea and the fjords along Norway's coastline, where scenes like this are

acted out in preparation for the defense of NATO's northern flank.

The players included more than 17,000 allied personnel, some watchful neighborhood "bears," a windchill factor of 20 degrees and several "blue noses."

Sailors from eight countries, embarked in 55 ships, tested NATO's ability to respond to multiple threats in a harsh environment. The players also tested their interoperability while providing a strong show of force to any potential aggressor. As was demonstrated in Operation *Desert Storm*, a multinational coalition can be a very potent force.

"If you looked at the recent Gulf War, we had Third World countries using first-world weapons," said VADM Michael P. Kalleres, commander of 2nd Fleet, Striking Fleet

Atlantic and *North Star '91*. "And not every one of those countries is our buddy."

The exercise gave NATO participants the chance to practice combat strategies against aircraft and weapon systems similar to the ones available to most Third World countries. Familiarization with an opponent's weapons can be critical.

"It does no good to train against only five enemies if the minimum you're ever going to see is 25. It does no good to train against a ballistic weapon if what you're going to see is a precision munition that's either radar-controlled or homing. So it takes practice against multiple threats. An FPB [fast patrol boat] with a well-placed torpedo is just as dangerous as a *Tomahawk*," Kalleres said.



Left: HMS *Invincible*'s flight deck during flight operations. Opposite page: NATO ships sail through the choppy North Atlantic as *North Star '91* gets underway.

Before the exercise, each of the participating nations — Canada, Germany, the Netherlands, Norway, the United Kingdom, Spain, Portugal and the United States — determined whether their forces needed more practice in anti-submarine warfare, surface warfare or air warfare. Each force then concentrated on strengthening that particular area during the exercise, playing roles of the "good guy" and the enemy.

The scenario for *North Star '91* changed daily, so attention to detail

was extremely important, especially for pilots of the more than 200 aircraft involved.

"That's one of the tough things to keep up with," said LTJG Matthew B. Aljanich, an F-14 pilot with Fighter Squadron 33 aboard USS *America* (CV 66). "One day the German ship over here is your friend and the *Tornados* are good guys, and the next day they're bad. So you've got to really listen to what's going on, because it changes quickly."

But with both the British and the Germans flying *Tornados* it can get more confusing, according to Aljanich. "Because you've got to go out and say, 'Oh yeah, I've got *Tornados*. Well are they German or are they British?' Some days the British are the friends and the Germans aren't."

Coordinating communication between such a vast group can sometimes be difficult. According to Kalleres, the participants arrived for the exercise with all systems working and ready to go, including the communication systems. All they needed was practice.

"The first day was tough. There was a lot of 'say again, overs' and 'jeez, I can't reach this guy on this frequency or this guy on that.' The

amazing part was that by the second day, everyone had snapped in. When I was up here 10 years ago, that took almost a week."

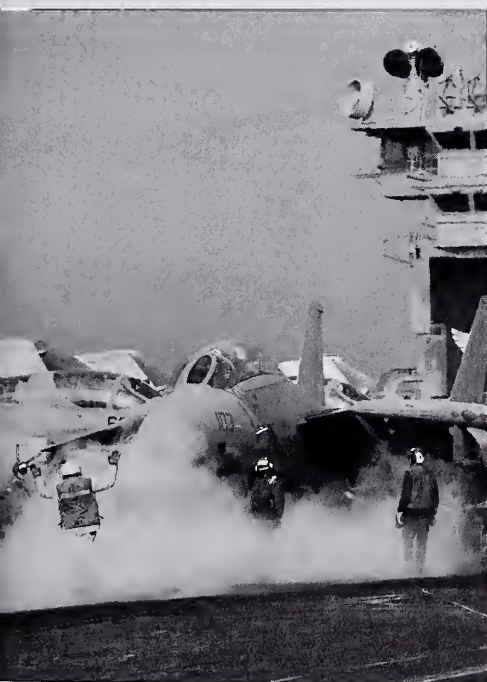
Aljanich agreed that good communication just takes some coordination. "Say our AWACS [Airborne Warning and Control System] bird is out there and it's about to hand off [control] to one of the other NATO planes. It takes a little bit of effort to make sure everybody knows what's going on. But I think it works out pretty well. It's just a change of voice — a different accent out there," Aljanich said.

Although *North Star '91* was held at the end of summer, the weather was often unfriendly. A prevailing north wind swept through the fleet bringing a mixture of rain, clouds and occasional sunshine. The unique mixture of varying ocean currents, with both hot and cold pools, the location of the continental shelf and very deep water, all combined to make operating difficult, especially for anti-submarine warfare. That is also one of the reasons the exercise was held off the coast of Norway. It provides a realistic training environment and is no place for fair weather sailors.

"It's rough and it's tough, and you have to have a deep-ocean capability to handle [the North Atlantic]," said VADM Nicholas Hill-Norton, U.K. Royal Navy, NATO Commander Anti-Submarine Warfare Striking Force.

"So it presents a considerable challenge to us, which is why we like to come and do our training here. If you can crack it in the North Atlantic, you can probably crack it anywhere," Hill-Norton said.

Since the exercise area encompassed water north of the Arctic Circle, the uninitiated had the



An F-14 *Tomcat* prepares to launch from USS *America*'s flight deck for a mission with NATO allies.

Right: OS1(SW) John Snyder (left) monitors anti-submarine warfare operations with British sailors aboard HMS *Invincible*. Below: An A-6E *Intruder* traps aboard USS *America*.

chance to become "blue noses." For sailors aboard USS *Mount Whitney* (LCC 20), that meant lining up on the flight deck in T-shirts and shorts while getting doused with a fire hose, a procedure that ensured more than just noses turned blue.

Because of the exercise's proximity to the Soviet Union, some Soviet reconnaissance "Bear" aircraft showed interest in the proceedings. Almost daily, U.S. fighter aircraft from *America* would intercept a Soviet scouting party about 200 miles from the battle group and escort it in. There was no provocation on either side as the F-14s would position themselves between the Soviets and the carrier while the "Bears" flew by, took some pictures and went on their way. All of this is standard procedure, except that now, because of easing tension with the Soviet Union, these encounters have changed.

According to LTJG Jerry H. Leaky, an F-14 pilot with Fighter Squadron 33, these meetings have taken on a more friendly atmosphere. In the



past, it was not uncommon for U.S. and Soviet crewmen to exchange less than friendly gestures. But this time, "We pulled up next to [the Soviets] and their guys were waving at us. I think you can tell they're really excited about their freedom and the things that are going on over there," he said.

Operating in the North Atlantic may have more significance as world events dictate change. "I don't think we get enough opportunity to practice in this region. You think about the North Sea and the Baltic states, for instance, and the turmoil that's going on inside the Soviet Union. The necessity to operate in this

region might be greater than it has been in the past," said *America's* Commanding Officer CAPT Kent W. Ewing.

While operating in the area is somewhat unfamiliar for many U.S. sailors, the European members of NATO feel quite at home here, having practiced throughout the area for years. The many fjords along the Norwegian coast are of particular strategic interest.

The fjords are carved between steep mountains and often contain very deep water. These havens offer protection from threatening seas and enemy forces and are large enough to harbor a battle group.





Left: NATO ships and helicopters performed a vital role in anti-submarine warfare operations during *North Star*.

He is a flight officer with Carrier Airborne Early Warning Squadron 120 (VAW 120) out of Oceana, Va., but was assigned to VAW 123 for *North Star* '91. "One of the reasons I'm here is because I've done this exercise seven times during the years," he said.

Wilson has been working with Americans on anti-submarine warfare in E-2C *Hawkeye* aircraft for the past two years. He had always been interested in how other nations' command decision-making processes worked, and is now getting a good insight on how the two navies compare.

"The Royal Navy's aim, for somebody in my field, has been to try to get as much integration as possible and to try to get the Americans to learn what we can do," said Wilson. "Everybody's got limitations. But if you understand what the limitations are of the other units, then you can at least deploy them in the right way so that their limitations aren't going to be a major drawback."

Aboard the British carrier HMS *Invincible* (R 05), Ocean Systems Technician (Analyst) 1st Class (SW) John W. Snyder agrees that working hand-in-hand with NATO allies is extremely rewarding. Snyder is attached to Commander Ocean Systems Atlantic, Norfolk, but got the opportunity to spend a month aboard *Invincible* for a series of exercises, including *North Star* '91.

"I've benefited from learning about the Royal Navy and the way

they operate," Snyder said. "And in turn they have benefited from some of my ASW experience."

Snyder said the crew on *Invincible* was not only eager to share information about their jobs and equipment, but also about their culture as well. "It's been a really close relationship with the British sailors, on a very personal level. I've seen a different side. I'm in their neighborhood, so to speak. I'm the one with the funny accent."

As for the future of NATO and exercises like *North Star* '91, many agree that international cooperation is as important now as it has ever been. With declining military budgets around the world, no one can afford to stand isolated. The demise of communism in Europe and success of the international coalition in the Persian Gulf can be attributed in part to the strength of NATO.

When talking about the unification of Germany, Major Hartmut Buchholz, Federal Republic of Germany Air Force, said, "A lot of that was NATO. If the western countries hadn't been that strong in military power and in economy of course, things wouldn't have changed. We lost part of our enemy, but that's what we are here for." Buchholz was embarked aboard *America* for the exercise as part of Commander Carrier Group 4 staff.

For *America's* commanding officer, *North Star* '91 makes a lot of sense. Ewing said unity will be at a premium in future conflicts everywhere, "with the friendly nations of the world against the enemies of the world, just like we had with Saddam Hussein. That came off very, very well and we were ready to do that because of exercises like this." □

Dorey is a photojournalist for All Hands.

"There are considerable advantages to the fjords in times of defense against missile firings," Hill-Norton said. "It's difficult to fire missiles with a lot of granite in the background. It's also tricky because people can hide in fjords and they're difficult to find, particularly submarines and fast patrol boats. An offensive advantage is that you can seal off a fjord. You can get rid of whatever enemy was in there and operate reasonably safely inside."

Sharing knowledge of the area is just one of many keys to NATO's success. Learning about each other's methods is also a key. During *North Star* '91, several sailors were able to "cross deck" to other ships in order to work face-to-face with their NATO partners.

LT Robert P. Wilson, U.K. Royal Navy, is part of the Personnel Exchange Program with the U.S. Navy.

Cold storage

Story and photos by JO1 Lee Bosco

Christmas Eve 1990. Above the Arctic Circle in Norway. Men and machines move through the blizzard that has enveloped the northern town of Evenes. Only the most dire emergency could bring these men from their homes on this holy night. But the American president has drawn a "line in the sand" 4,000 miles away, and the equipment stowed in the caves here will be needed if blood is let in the desert. Truck after truck loaded with snow-covered containers pulls up to the pier, while oversized forklifts struggle through the tempest to maneuver the seemingly never-ending stockpile of U.S. Navy materials. Street lights cut through the curtain of snow and provide sparse illumination as cargo handlers use cranes to load the large box-like objects onto the cargo ship Fleming Sif. And as the winter storm dies, the ship, laden with lifesaving equipment, sails off to war . . .







Previous page: Cargo handlers begin the exhausting task of unloading the fleet hospital. Left: *Green Wave* traverses the fjords that lead to Evenes. Below: SK1 Jeffrey Stewart awaits transportation back to the Norwegian Army Base following a 12-hour shift on the pier.

January 1991. Al Jubayl, Saudi Arabia. Navy cargo handlers, home-based in Gulfport, Miss., are accustomed to the heat. Sweat runs into their leather gloves as they work to free the load from Fleming Sif. They realize the importance of their task as Navy attack aircraft fly overhead, Baghdad bound. The containers hold all the equipment needed to build and operate a 500-bed hospital in the barren environment of Saudi Arabia.

Lives will depend on the equipment that arrived from Norway on the cargo ship. With grim-faced determination the Navy cargo handlers drive the trucks through the dunes to the hospital site. Having completed the bizarre journey from caves above the Arctic Circle to the sands of the Middle East, Fleet Hospital 15 is being delivered. Within a week the hospital will be set up, staffed and ready for casualties. And as Desert Storm clouds break on the horizon, the cargo handlers make their last delivery and the hospital staff hunkers down to wait. . . .

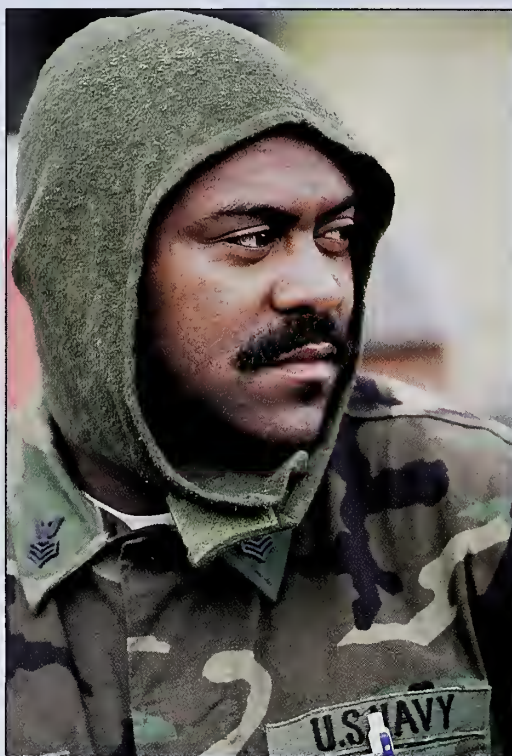


Photo by PH1(AW) Joseph Dorey

In the history books of the future, the Gulf War, known as Operation *Desert Storm*, will stand out as a model of innovation. Historians will be able to point to "smart" weapons, satellite communications and space-age intelligence capability as new tools unavailable to the military during previous clashes in Vietnam and Korea.

The American public, gathered in front of television sets during the buildup to war, learned of new destructive weapons — *Tomahawk*, *Stealth* bomber, *SLAM* — and of one lifesaving development — Fleet Hospitals.

Until the Gulf War, most Americans' perceptions of battlefield emergency medicine came from the popular

television show "M*A*S*H." Set during the Korean War, the TV series depicted the Spartan conditions at a mobile hospital. A decade ago Navy planners decided this system needed to be modernized. Their feeling was that if servicemen and women were going to face high-tech weaponry in battle, we needed to employ advanced technology to care for the injured. Thus, the Fleet Hospital Program was born.

It has been little more than 10 years since the idea was first considered, and today equipment for 17 fully-functional fleet hospitals is stored in strategic areas around the globe. In addition to Norway; Okinawa, Guam, Japan and Diego Garcia all house fleet hospitals.

At these sites, stored in 450 international standardization organization (ISO) containers, is all the gear needed to save the lives of battle-injured servicemen and women. The value of the program was proven during *Desert Storm* when, on short notice, three fleet hospitals were brought thousands of miles, from diverse points on earth, to the Middle East. Upon arrival each was constructed, staffed and prepared for battle casualties.

Now, six months after the war, the hospital that came out of the Norwegian caves is being replaced. On the pier near the town of Evenes, overseeing the offload from the cargo ship *Green Wave* is CDR Richard Wieczorek, executive officer of the Fleet Hospital Support Office, in Alameda, Calif. "These hospitals were central to the United States' medical efforts during the war," he said.

"We couldn't be happier with the performance of the program," Wieczorek said. "Deploying three hospitals along with two hospital ships sent an unmistakable message to Saddam Hussein and to the rest of the world. We were saying, 'Yes, we are expecting casualties, and



Left: Cargo handlers atop fleet hospital containers watch as a crane swings into action. Below: The spacious caverns of the secret storage site will soon be chock-full of the containers and vehicles that make up a fleet hospital.

we are very capable of providing them with first-rate medical attention. We are very *serious* about liberating Kuwait and are ready to pay the price.' It had to make the Iraqis think.

"Secondly, the war was the perfect real-life test for the program. In training, we've set up and operated a fleet hospital, but never under war-time conditions. We had a good feeling the hospitals would work, but you're never absolutely sure. The Middle East is a severe environment, but the program proved itself over and over again under tough conditions. No other country on earth has a system as extensive as ours. Nobody else could have done it," he continued.

LCDR Tom Lippert is the program's logistics officer; he makes it possible for things to get from here to there and back again. His three years with fleet hospitals have been a series of daunting challenges, both in war and in peace. The logistics of finding storage space, moving the equipment, ensuring accessibility and keeping track of 17 fleet hospitals in eight countries is a complex undertaking.

"This move back to the caves has gone very smoothly because the cargo handling battalion has experience in moving a fleet hospital, and the weather has been very mild. But the load-out last Christmas was an accomplishment. The Norwegians and a small complement of



Photo by PH1(AW) Joseph Dorey

Navy cargo handlers fought a blizzard and still got the hospital out of here very quickly."

Naval Reserve Cargo Handling Battalion 13 (RCHB 13) was deployed to the war for six months. In that time they unloaded military hardware from a long procession of Military Sealift Command ships that poured into Al Jubayl. One of the tasks they completed, swiftly and professionally, was the offload of Fleet Hospital 15.

"During the build up to the war we knew that each ship we worked carried vital equipment," said CDR Al Murray, commanding officer of the battalion. "Tanks,

trucks, ammo and guns are easily recognizable as important gear, but these containers are just as valuable. Our experience moving a fleet hospital in Japan prior to the war has taught us how to download this gear quickly, as well as just what is in those containers."

Some would say shipmates' lives were in those containers as Fleet Hospital 15 treated nearly half of all combat casualties in the Gulf War. "Oh, the cargo handlers felt the urgency when delivering Fleet Hospital 15," said Murray. "The other two hospitals had already been set up, but the projections of the possible wounded in battle were high. We knew that there was a definite need to get '15' off the cargo ship as quickly as possible. All 151 members of the battalion worked extra hours so that would happen."

Following the successful mission in the desert, the cargo handling battalion has come to Norway to unload the boxes and vehicles so the hospital can be packed away in its hiding place again. The fleet hospital presence in Norway includes two classified cave sites — one in the south and this one north of the Arctic Circle. Each contains an entire hospital. At the northern site the 450 containers and 78 vehicles that make up a hospital will be stored in specially designed man-made caves. The cave complex is shared with the Norwegian army.

With 43-foot ceilings and five 300-yard long corridors, the tunnels are designed to house the fleet hospital in the event of war in Europe.

If the need arises, the plan calls for all Norwegian gear stored in the caves to be rolled out and put into action. Then the hospital containers would be distributed throughout the cave tunnels. The entire hospital would be set up and function inside the cave.

"These caves are ingenious," Lippert said. "First they had to be dug out, and then, because of moisture, canvas walls were stretched from ceiling to floor and across the top of each tunnel. Lights and electrical outlets were installed. If people were ever going to actually set up the hospital in here they would also need plumbing, so an entire sewage system was designed into the facility."

"Nearly 1,000 doctors, nurses and support personnel along with 500 patients could exist in here indefinitely, as long as food and medical supplies could be replen-



ished," Lippert said. "Not all of the storage sites have that feature."

Working inside the cave directing Norwegian forklift operators while consulting a detailed floor plan, Ed Dofflemyer is eager to talk about the "hospital city in a box." He's been Director of Resources for the Fleet Hospital Program for eight years, and has been directly involved in bringing a good idea to life. Now, he's inspecting content lists on the containers already arranged in the tunnel. "This project takes a lot of planning. These containers can't be stacked randomly," he points to the rows of containers stacked three high reaching 25 feet in the air.

"The bottom row is the only easily accessible row," Dofflemyer says. "Many of the boxes include perishable items that have to be inspected or replaced frequently. Once this tunnel is full we can't be moving the containers around, so getting in and out of them is a big



Photo by PH11AM, Joseph Dorey



Opposite page: Freeing the containers is a slow and painstaking job for the cargo handlers. Left: Working 12-hour shifts under street lights and moonlight meant that the ship could be unloaded in a record 60 hours. Top: Just 450 containers hold all the equipment needed for a fleet hospital. Above: Weather plays a big role in the amount of time it takes the cargo handlers to download the hospital.



Photo by PH1(AW) Joseph Dorey

Above: BM3 Eric Sinks (left) and EM2 Jesse Escobedo catch a moments rest after a tough shift on the "crane gang." Right: Fleet Hospital 15 as it appeared when fully constructed and staffed in Saudi Arabia.

consideration in the floor plan. We've set it up so that the hospital can be broken out quickly."

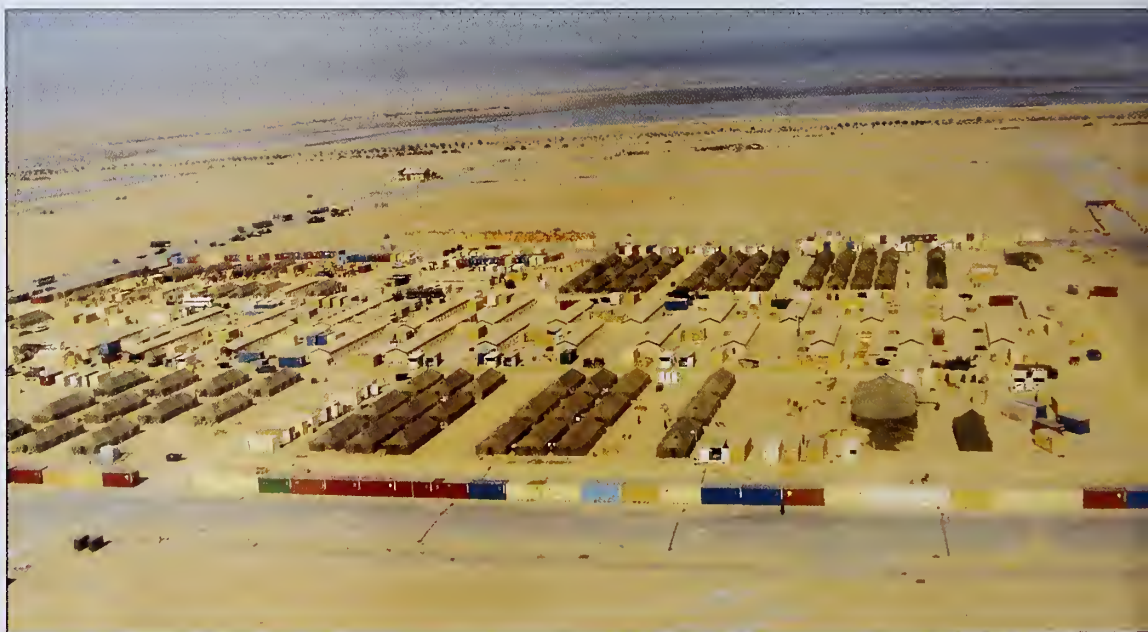
He finds what he's looking for on the second tier of containers. "See there? That container needs to be on the deck. It holds medical equipment that needs to be inspected on a yearly basis. The whole success of this program comes from the words 'fully functional.' How is that equipment going to be fully functional if all the rubber gaskets are cracked? That's what we replace on some of the equipment during the yearly inspection."

Dofflemyer calls over to a Norwegian forklift driver and explains the problem. Then he walks the length of the tunnel and talks to Storekeeper 3rd Class Mark Johnson, a member of RCHB 13 working in the caves. Dofflemyer tells the Navy man about repositioning the container.

Dofflemyer hurries off to check another section of the tunnel, and Johnson talks about the tunnel facility. "The first time you come in here it feels kind of weird. You're pretty deep into the mountain when you get to our storage area. It's impressive. Imagine the work it took to create this cave."

He's been with RCHB 13 for five years and is proud of the job his unit did during the war. "Lots of folks in the Navy don't know that there are two active-duty cargo handling battalions and 12 reserve battalions. People call us the Navy's stevedores," Johnson says with a grin. "We unloaded beaucoup gear in Saudi. With the ground war coming on, we kept up a real fast pace. This operation is more relaxed. Even though we will probably break our own record for downloading the hospital — we're shooting for the job to be complete in less than 72 hours — it still feels more relaxed."

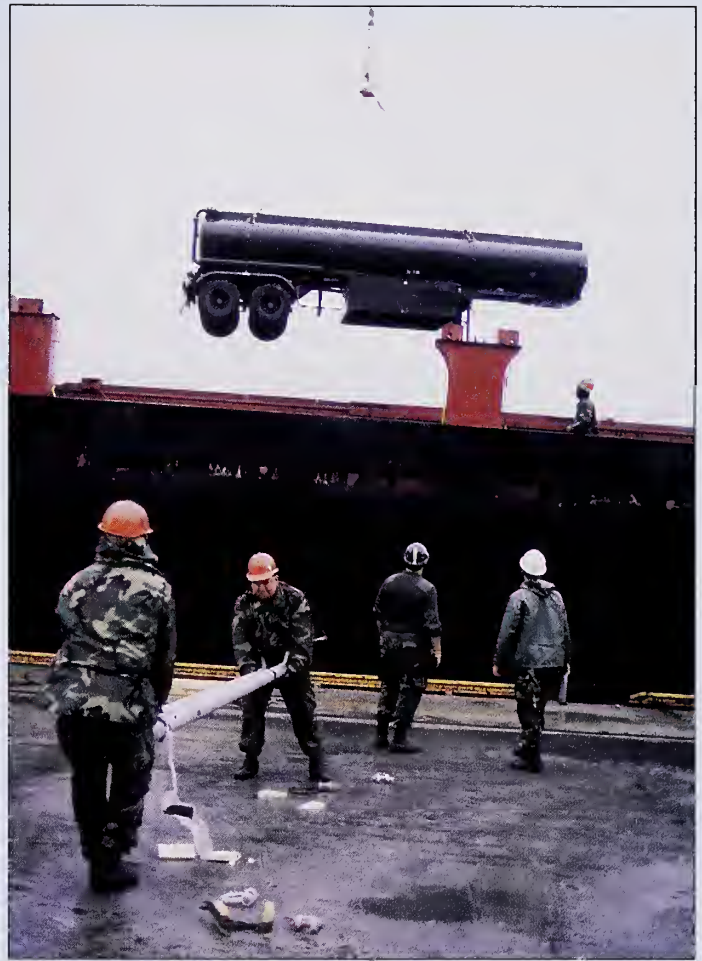
As another truck pulls into the tunnel and Johnson



directs the off load, he sums up the feelings of some of his shipmates. "We unloaded Fleet Hospital 15 in the desert, and I'm glad that there weren't a large number of wounded in the war. It feels good to be putting the hospital away now. We did our job in the desert. The hospital did its job. Now it's time to pack it up. You know, I hope this thing stays in here forever without needing to be used. But, because of the Gulf War, I know that it's a good thing to have . . . just in case."

September 1991. Above the Arctic Circle in Norway. The days grow shorter by eight minutes each day now. Soon, a half hour of gray light will be the only sunlight in a 24-hour period. The cargo ship Green Wave is freed from the lines that secured her to the pier. The Navy cargo handlers are finished with the ship. The hospital has been downloaded and stored away in 60 hours, and these weary men and women board the buses that take them to the barracks on the Norwegian Army Base. Among themselves they share a feeling of completeness. In the past nine months they've been involved in the deployment, and now the storage of those containers. They will soon fly back to the United States and back to their civilian jobs, where they will continue to drill and prepare, as they wait to be called on again. And in its secret cave in Norway, a U. S. Navy fleet hospital will also wait. . . . □

Bosco is a photojournalist for All Hands.



Above: A water tank is lifted from the cargo hold of *Green Wave*.
Left: Once the fleet hospital is secured in the cave it will wait until the next time it's needed.



Photo by PH1 (AW) Joseph Dorey

“Remember the *Maine*”

A battleship's death sparks a rally to war

Story by JOC Thomas H. Berryman

The men of the battleship USS *Maine* (BB 2/C) felt the warm breeze on their faces, a big change from three months before when they had been in Hampton Roads, Va. They could see bright lights and hear the sounds from the nearby city of Havana, Cuba — a city none of them could visit. Tension was high. The watches were doubled with standing instruction to keep eyes on the water, particularly after the sun went down. About 9:40 p.m., Feb. 15, 1898, a huge explosion ruptured the forward part of the ship. Of the 350 American personnel on board *Maine*, 252 perished within a few hours. Eight others died during the next several days. A civilian steamer and a Spanish cruiser took on survivors.

The armored battleship was originally ordered to Havana to show the flag and protect the lives and property of American citizens. At the time, the Spaniards were fighting Cuban revolutionaries who wanted to overthrow the colonial power. *Maine* arrived Jan. 25, anchoring in the center of the harbor to reduce the risk of sabotage.

Initially, the outraged American public believed a Spanish mine planted under *Maine's* hull caused the explosion, in spite of Spanish officials in Havana having shown every attention to the survivors of the disaster and great respect for those killed. A court of inquiry the following month couldn't determine the explosion's cause. It didn't make much difference as the sinking galvanized public opinion in the United States and the slogan, “Remember the *Maine*!” swept across the coun-

try. On April 21, the United States declared war on Spain.

With no cause for *Maine's* sinking having been determined by the first board of inquiry, Congress authorized salvage of *Maine* Aug. 5, 1910. A

second board of inquiry was appointed to inspect the wreck after she was raised. They reported that a small external explosion set off the forward magazine. But later, historians dismissed theories of a Spanish



Photo courtesy of U.S. Navy Historical Center



Photo courtesy of U.S. Navy Historical Center

Opposite page: View of the wrecked ship's stern, taken during salvage operations in August 1911. Above: View of the ship's wreckage in Havana harbor, Cuba, in 1898. Right: USS *Maine* memorial is located in Arlington, Va.

mine or a Cuban device, believing the disaster was an accident.

ADM Hyman G. Rickover, in a 1976 writing titled, "How the battleship *Maine* was destroyed," concluded the ship's explosion resulted from a spontaneous soft-coal fire in a bunker next to the powder magazine in her hull. A technical explanation by S. Hansen and Robert S. Price, included in the Rickover material, agreed the fire was most likely caused by heat from a fire in the coal bunker adjacent to the 6-inch reserve magazine. They also admit there is no way of proving that it was an internal explosion.

However, just 18 days prior to the explosion destroying *Maine*, Secretary of the Navy John D. Long was given a report on spontaneous coal

fires. An investigative board stated that such fires aboard USS *New York* (ACR 2) and USS *Cincinnati* (C 7) could have been disasters for those crews had they not been discovered in time. Coal-fired ships underwent design changes to reduce temperatures in berthing areas and coal bunkers were separated from being adjacent to ammunition magazines.

In June 1911, water was pumped out of *Maine's* wreckage in Havana harbor. The forward section was so damaged it was cut up for disposal. A bulkhead was built across the open end of the aft hull and *Maine* was again afloat Feb. 12, 1912. On March 16, 1912, a ceremony was held after the hulk was towed four miles from the harbor into the Florida straits where, with military honors, she was scuttled in 620 fathoms of water — an official end to a ship launched November 1889. □

Berryman is a reservist assigned to Office of Information Det. 916, Minneapolis.



Photo by PH1(AW) Joseph Dorey

Salt water and 45 stars

Story by JOC Thomas H. Berryman

A photo taken of the half-submerged USS *Maine* (BB 2/C) a day after the Feb. 15, 1898, explosion shows an American flag on the main mast. Almost a century later, the same flag has now been returned to the Navy.

According to the family history of Donald W. Nowvioc of Savanna, Ill., a young Cuban rowed out to the ship Feb. 16, 1898, and brought the flag down. He delivered it to an American living on the island, Lucetta Flint James, a distant relative of Nowvioc's. James heard the explosion and saw the flag waving in the harbor breeze. This reportedly bothered her as she thought of the sailors entombed below. Whether she asked someone to bring her the flag or someone knew how she felt, isn't recorded.

James put the flag away in her belongings, and nothing was heard of it until she died. The executrix of her estate, her cousin, Alida Flint Nowvioc, was going through James' belongings and found the flag. She gave it to James' grandson and Donald's older brother, Thomas William "Billy" Nowvioc.

Billy enlisted in the Navy right after graduating from high school in 1938. His assignment after boot camp at Great Lakes, Ill., was USS *Pickeral* (SS 177). He was stationed on the West Coast when the Japanese attacked Pearl Harbor Dec. 7, 1941.

Billy demonstrated substantial skill as an electrician and was offered promotion to chief electrician's mate. However, because he would have to transfer, he refused the position to stay with a crew he had grown to love.

In April 1943, *Pickeral* went to radio silence somewhere in the Central Pacific and was never heard from again. Historians believe she went down somewhere off the northern islands of Japan. The name of Electrician's Mate First Class Thomas William Nowvioc is inscribed at the National Cemetery of the Pacific in Hawaii.

For [Donald] Nowvioc, the flag, along with medals, photos and other items, were all part of his memories of Billy kept stored for nearly a half century.

Spring in the Midwest brings rain, which brought attention to the flag again. Nowvioc and his wife Lorraine had stored some photos on the enclosed front porch of their home. "Early in April [1991]," Nowvioc said, "we found that the rain had damaged a number of old photographs. The flag wasn't stored with the things that got wet, but was in a box in a drawer in a bedroom dresser. Nevertheless, we felt it had to be preserved."

The Nowviocs contacted LCDR Patrick Keller, Navy liaison at the U.S. Army Defense Ammunition Center and School (USADACS) nearby, who talked to officials at the Navy Museum in Washington, D.C.

On April 7, museum officials requested an opportunity to examine the flag along with other items. The flag, a commemorative plate showing pictures of *Maine* and other documentation, along with the sincere nature of the Nowvioc family, warranted further investigation by



Photo by Max Purdies

the museum staff. On April 10, the flag and plate were carefully crated and shipped to the museum for verification. Museum officials determined the flag had indeed flown over the ship following the sinking.

The battered flag carries the ship's name on the white strip that attaches it to the halyard. Its 45 stars reflect the composition of the United States at that time.

"We had left the flag in the box," Nowvioc said. "I remember Billy taking it to school in the 1930s, but nobody believed it was really from a battleship. My children had the same experience when they told their teachers about the flag. All I want now is for the flag to be put on display." Museum officials state it will become part of the Spanish-American War Exhibit. □

Berryman is a reservist assigned to Office of Information Det. 916, Minneapolis.

Year of the rescue



Photo by Lance Cpl. Don Chouinard Jr.



Photo by PHAA Michael Shull



Photo by Staff Sgt. John Lavallee

While attention was focused on the invasion of Kuwait, 1991 opened with sailors and Marines busy evacuating people from civil war-ravaged Liberia. Operation *Sharp Edge* began in August 1990 when Marines landed in Monrovia's American embassy compound to protect the embassy and evacuees. During the next five months, 2,690 American, Liberian, Italian, Canadian and French nationals were moved by helicopter aboard Navy ships prior to relocation to safe haven. When the evacuation was complete Jan. 9, 1991, sailors and Marines stayed to provide humanitarian assistance by airlifting food, water and medical supplies to the ravaged city — assistance that set the pace for 1991, the year of the rescue.

Top left: Marine Lt. Col. Thomas Parker (center) meets with a rebel officer at Port Buchanan, Liberia. **Above:** A child gulps milk aboard USS *Guam* (LPH 9). **Left:** Lance Cpl. Todd Strumke conceals himself near the American embassy.



Photo by LT K.F. Flynn



Photo by JO1 Alan Uyenco

Top left: Marine Corps helicopters return to USS *Trenton* (LPD 14) following their grueling flight to Mogadishu, Somalia, during Operation *Eastern Exit*. Above: Chaplain (LCDR) Norm Holcomb comforts an *Eastern Exit* evacuee aboard USS *Saipan* (LHA 2). Top right: *Provide Comfort*'s biggest customer — a Kurdish child in Northern Iraq. Right: Soon after the Marines' historic first landing in Northern Iraq, they met with two Iraqi generals who hadn't gotten the word to pull back from Kurdish refugee camps near Zakho. After a brief discussion, the Iraqi response was, "We don't want any trouble with Marines."





Photo by JOC Marje J. Shaw



Photo by Staff Sgt. Lee J. Tibbets

Just a few days before *Sharp Edge* ended, and a continent away, another civil war threatened American lives. Marine Corps helicopters lifted off the decks of USS *Guam* (LPH 9) and USS *Trenton* (LPD 14) during the early hours of Jan. 4. Fleet Marines set up defensive positions around the American embassy in Mogadishu, Somalia, and escorted 260 citizens from 30 nations through fierce firefights between rival factions. Upon completion, *Guam* and *Trenton* returned to the North Arabian Sea in time to support Operation *Desert Storm*.

After *Desert Storm's* guns fell silent, the Navy-Marine Corps team mobilized for a mission of mercy in Northern Iraq and Turkey. As part of a joint task force to aid Kurdish refugees fleeing Saddam Hussein's army, Navy factions from USS *Theodore Roosevelt's* battle group and Commander 6th Fleet provided humanitarian assistance to hundreds of thousands who took refuge in the frigid mountain region.

Marine aviators flew hundreds of sorties to move more than 12,000

tons of supplies while Marine and Navy ordnance disposal teams worked to rid the area of arms caches and mines. Navy corpsmen tended the sick and dying while Seabees and Army engineers constructed camps to house the refugees. Nearly a year after the Gulf War cease-fire, more than 1,000 U.S. personnel continue to *Provide Comfort*.

As *Desert Storm* ships headed home, a cyclone and subsequent battering by torrential rains left hungry and disease-stricken Bangladeshis with little hope for survival. Nearly 140,000 people perished in the storm and its aftermath.

More than 7,000 sailors and Marines of Amphibious Group 3 and the 5th Marine Expeditionary Brigade diverted from their return home from *Desert Storm* to make up the sea-based arm of Joint Task Force *Sea Angel*. During the next two weeks, joint task force personnel had moved more than 4,500 tons of relief supplies by helicopter and various landing craft that were key to the survival of the millions of displaced Bangladeshis.

Photo by JOC J. Vincent Dickens





U.S. Navy photo

Left: Sailors and Marines helped Subic Naval Base, Clark Air Base and neighboring villages rise up from Mt. Pinatubo's (center) ashes. Bottom: USS *Abraham Lincoln* (CVN 72) crewmen issue relief supplies to evacuees prior to transit from Subic Bay.



Photo by PHAN Dan Huye

Mother Nature's fury rocked the Philippines in June as Mt. Pinatubo awoke from a 600-year sleep to throw millions of tons of ash into the air and send thousands fleeing.

Seventeen 7th Fleet ships moved service members, families and civilians to nearby islands for air evacuation. Navy, Air Force and Marine bases in Guam, Hawaii and the West Coast mobilized to offer support.

During Operation *Fiery Vigil*,

more than 18,000 people left Luzon for the United States. As evacuees departed, sailors and Marines helped Clark Air Base, Subic Naval Base and local villages rise up from the ashes.

As this issue goes to press, the Navy-Marine Corps team is once again on-station in the Caribbean, providing rescue support and shelter for Haitian nationals stranded at sea in Operation *Safe Harbor* — just another day during the year of the rescue.



Salvaging the wreckage

Beaufort aids the Air Force with downed plane

Story and photos by JOC Vince Vidal

The salvage and rescue ship USS *Beaufort* (ATS 2) had only been back in her home port of Sasebo, Japan, for a month following her return from Operation *Desert Storm* when the call came to assist an Air Force mishap investigation board in retrieving parts from a downed F-16 *Fighting Falcon* off the southwest coast of South Korea.

Two Air Force airmen from Kunsan Air Base, Korea, ejected safely from their F-16 July 17. Kim Hahn Ho, a fisherman from Sin Myung Ri, Korea, pulled the men from the water. Now came the important work of finding what caused the mishap.

Beaufort was on scene Aug. 2. "It's just another job for the world's greatest salvagers," said LT Chris Christoffersen, *Beaufort's* 1st division officer.

Six months prior these salvagers were zigzagging through mine fields in the Persian Gulf, towing Navy ships ravaged by Iraq's silent shipkilling warriors. Now, they were above pieces of an Air Force fighter resting on the muddy bottom of the Korean Strait under 90-feet of water half a world away.

Salvage work is not an easy task under the best of conditions. Finding the fragmented jet would be like looking for a specific desk in the Pentagon, with only a serial number engraved in a drawer for positive identification.

The search quickly became a combined effort of the Navy, Air Force and Republic of Korea's navy (ROKN). People stationed in Korea, Japan, and Hawaii arrived on-scene, and *Beaufort* was the central point for salvage operations. ROKN minesweepers *Ok Chun*, *Gang*

Kim's eyewitness account would help pinpoint the crash site. He had to adjust painstakingly to finding his reference point (his house), from the lofty height of *Beaufort's* bridge as compared to his small fishing boat.

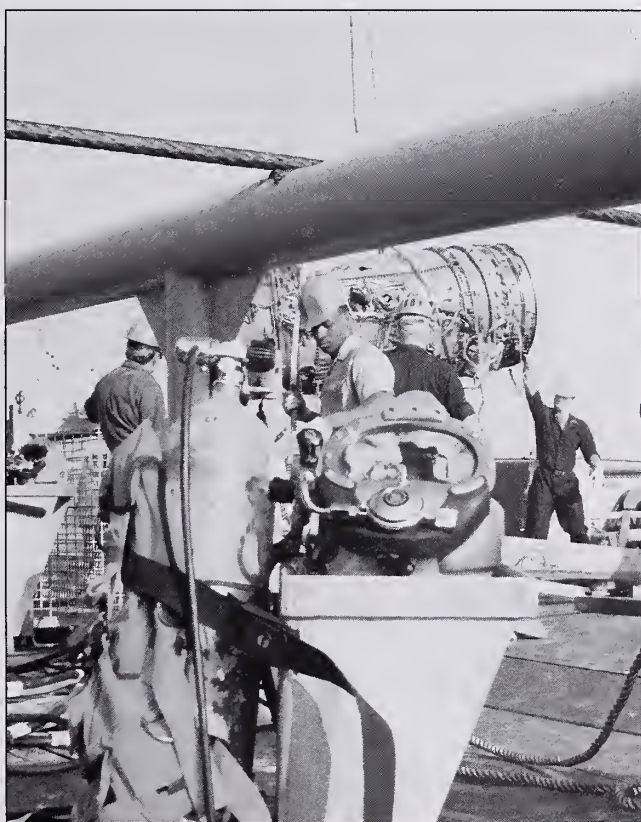
"A fisherman will look at his house, or he'll use a different landmark to remember where he laid his nets. Then he'll say to himself, 'There's my house, and there's the grocery store, so therefore my net goes here.' He can leave it there a couple of days and come right back to it," said *Beaufort* Master Diver, Master Chief Machinist's Mate (SW/DV) Charles R. Fulker-son. "If he [Kim] said he saw that jet go in the water at this point or that area, it's probably right there."

And Kim was certain he knew exactly where to look for the submerged crash site as he departed *Beaufort*.

This search began in an area several miles long and wide. Eight-foot visibility ended when anything touched the bottom, resulting in an instant cloud of mud.

The ROKN minesweepers searched grids and U.S. sailors plowed through two- to three-foot swells using *Beaufort's* side-scan sonar aboard her 35-foot work boat to study printouts of seabed contacts.

***Beaufort* crane crews lift the sunken F-16 engine aboard. Divers worked in a cloud of mud to rig lift lines prior to salvaging the wreckage.**



Gyung and salvage ship *Gumi* were also in action.

Beaufort Commanding Officer LCDR Kemp L. Skudin wanted to begin the effort by talking with Kim, the fisherman who rescued the airmen. In Seoul, Korea, the Commander U.S. Naval Forces Korea's staff located ROKN LT Shin Moo Young, who would act as translator.



Above: RM2(DV) Eric Dewitt passes pieces of F-16 wreckage he found during his dive. **Top right:** ROKN LT Shin Moo Young (center), QM2 Daniel W. Dowell and local fisherman Kim Hahn Ho use a chart to locate the crash site. **Right:** HT2(DV) Johnnie Sapp stands ready to assist fellow diver BMCS(DV) Michael Kracht aboard *Beaufort*.

Scuba divers were whisked by *Zodiac* boat to several areas where suspected contacts were detected. Unfortunately, the initial contacts were cement blocks and fishing traps, so the search continued.

After a couple days of searching based on Kim's information, side-scan sonar and scuba divers eliminating bottom contacts, and the minesweepers pinpointing more bottom contacts, divers were eventually sent to retrieve what turned out to be wreckage of the aircraft everyone was looking for.

Recovering a piece at a time had some humorous moments, according to Navy diver LT Steve Reimers.

"I literally stumbled over the engine," Reimers said. "I was walking on some debris and stumbled. I put my hand out to brace my fall, and in front of me was what I could swear felt like an engine." It was.

Seven days after the salvage operation began, the team had recovered enough wreckage to complete the investigation.

"Recovery of an aircraft from the



seabed is a complex undertaking, but one that is critical to our board, which may positively improve future operational safety and mission capability," said Col. Richard May, the mishap investigation board president. "I'd ask for this team again in a heartbeat." According to Skudin, it took "100 sailors" (his crew) to get the job done, and they all

contributed. *Beaufort* sailors off-loaded the jet parts they recovered in Pusan, Korea, Aug. 9, and quickly headed to their home port for some family time.

Vidal is assigned to U.S. Naval Forces, Korea.

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ALL HANDS

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A Seabee from Naval Mobile Construction Battalion 5 hones his rappelling skills during homeport training at Naval Construction Training Center, Port Hueneme, Calif. Photo by PH3 Tony J. Koch.

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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 899) is published
 monthly by Navy Internal Relations
 Activity, 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007. Second-
 class postage paid at Alexandria, VA
 22314, and additional mailing offices.

Subscriptions: Superintendent of Doc-
 uments, U.S. Government Printing Of-
 fice, Washington, DC 20402. Price:
 \$17, U.S./FPO; \$21.25, foreign. Make
 checks/money orders payable to:
 "Superintendent of Documents, GPO."

Postmaster: Send address changes to
All Hands, 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007.

Editorial Offices: Send submissions
 and other correspondence to: NIRA,
 Print Media, Attn: Editor, 601 N. Fairfax
 St., Suite 230, Alexandria, VA 22314-
 2007. Phone (703) 274-6208 (AV 284-
 4455) for editorial; (703) 274-5953 (AV
 284-4315) for distribution.

Message: NAVINREACT WASHING-
 TON DC.

Authorization: The Secretary of the
 Navy has determined that this publica-
 tion is necessary in the transaction of
 business required by law of the Depart-
 ment of the Navy. Funds for printing
 this publication have been approved
 by the Navy Publications and Printing
 Policy Committee.

NIRA also publishes *Captain's Call Kit*,
Navy Editor Service, *Navy Family Life-*
line, *Navy News Service* and *Public*
Affairs Communicator.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
 FEBRUARY 1992 — NUMBER 899
 69TH YEAR OF PUBLICATION



Photo by PH2(AC) Mark S. Kertenholen

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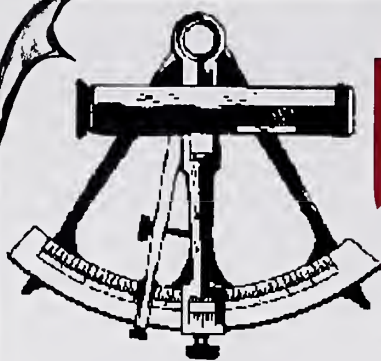
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 High-tech pioneer passes on

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Front Cover: "A Dirty Business." 1991 *All Hands* Photo Contest — Honorable
 Mention, Single-image Color (Professional). Photo by FC1 Douglas C.
 Cunningham, USS *Sierra* (AD 18).

Back Cover: "Guam Bombs." 1991 *All Hands* Photo Contest — Honorable
 Mention, Single-image Color Feature (Amateur). Photo by CDR John C. Devlin,
 Naval Weapons Station, Charleston, S.C.



From the charthouse

Advancements still on track

More than 31,000 active-duty sailors will be advanced to petty officer third, second and first class as a result of the September 1991 examination cycle. Navy leaders are identifying funding to ensure those advancements are made as originally scheduled despite higher-than-expected retention of sailors.

Navy personnel planners forecasted earlier that some advancements might be delayed by a few months to help compensate for the highest reenlistment rates since the advent of the all-volunteer force. For FY91, which concluded Sept. 30, 1991, 47.4 percent of sailors finishing their first term of enlistment re-upped, compared to 39 percent in FY88. Retention for second-termers in 1991 was 60.7 percent and for third-termers, 71.5 percent.

To keep advancements on track, Chief of Naval Operations ADM Frank B.

Kelso II directed alternate funding to cover costs of this unexpectedly high retention.

September 1991

exam cycle advancements included 15,528 new E-4s, 9,134 E-5s and 5,286 E-6s. Also advanced were 1,502 sailors in the Training and Administration of Reserves program, which includes 560 E-4s, 583 E-5s and 359 E-6s.

Frothing is authorized for all selectees, and time-in-rate for future advancement began Jan. 1.

Personal financial counseling available

The Navy takes an active role in helping its members face personal financial challenges through the Personal Financial Management (PFM) Program. PFM provides members with education, training and counseling through Command Financial Specialists (CFSs).

CFSs are Navy members trained to help shipmates learn how to budget and can counsel members and their families in personal finances and debt management. Commands with 25 or

more active-duty enlisted personnel have CFSs. For information, contact your CFS or your nearest Family Service Center.

CHAMPUS shares transplant costs

CHAMPUS will now share the cost of lung and heart-lung transplants for patients who have serious heart and lung disease and haven't improved with other treatment.

The effective date for coverage was Feb. 28, 1991, but CHAMPUS will consider sharing the cost of transplants performed before the effective date if patients and facilities meet CHAMPUS criteria.

CHAMPUS beneficiaries who need additional information concerning transplants should contact their health benefits adviser at the nearest military health facility.

Environment/Safety Deputy named

Elsie L. Munsell was recently selected as the first Deputy Assistant Secretary of the Navy (Environment and Safety). Since May 1989, Munsell served as Assistant General Counsel (Installations and Environment)

for the office of General Counsel.

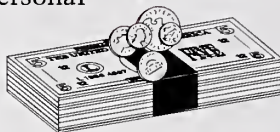
In her new position, Munsell will report to Assistant Secretary of the Navy (Installations and Environment) Jacqueline Schafer. Munsell will be Schafer's principal program expert and planning and policy adviser on issues such as environmental protection and natural resources conservation, installation restoration, pollution abatement and control, pollution prevention, safety ashore, industrial hygiene and occupational health.

Publication helps sailors with taxes

The Internal Revenue Service has a free publication to help military members deal with their federal tax returns. *Publication 3, Tax Information for Military Personnel*, covers issues including basic pay, bonuses and aviation/hazardous duty pay.

The publication also addresses living allowances, family allowances, moving and travel expenses, dependency exemptions, sale of a home and itemized deductions.

You can get this publication through the nearest U.S. Embassy or Consulate, or by writing Internal Revenue Service, Forms Distribution Cen-





FY92 bill boosts personnel, family benefits

According to VADM R.J. Zlatoper, Chief of Naval Personnel, Navy people "can look forward to another year of stability with improvements in several areas," under the FY92 Defense Authorization Bill.

The bill includes a 4.2 percent pay increase that went into effect Jan. 1. Imminent danger pay is increased to \$150 a month, family separation pay is now \$75 monthly and the maximum death gratuity is doubled to \$6,000. Congress also fully funded the Navy's selective reenlistment bonus program, as well as aviation continuation pay and incentives for others with special skills.

The measure also contains initiatives to reimburse sailors for uninhabitable quarters during ship overhauls, new authority for travel and transportation of family members of sailors assigned to ships under construction and an increase in minimum aviation cadet pay. It also authorizes partial payment of BAQ to members assigned government quarters who pay child support.

Quality-of-life initiatives for Navy families include 15 percent more money for child care programs, improvements to family housing at several locations and new housing authorized at San Diego; Port Hueneme; Lemoore, Calif.; Dahlgren, Va.; and Guantanamo Bay, Cuba. The bill also authorizes reimbursement of adoption expenses up to \$2,000 per adoption, with a maximum of \$5,000 per family per year.

"This legislation reflects the importance of Navy people and their families to the Congress, the Secretary of the Navy, the Chief of Naval Operations and the entire leadership of the Navy," Zlatoper said. "Right now we have great people in the Navy. We want to keep them with us during this down-sizing period and treat them right."

The bill includes authority for a special separation benefit payment and variable separation incentive that the services may use to encourage voluntary separations, as necessary, to meet manpower reduction requirements. The Navy is currently studying these programs to determine whether their use is warranted for manpower management.

Another provision requires that, beginning in October 1996, all initial appointments for officers will be reserve commissions, including service academy graduates.

ter, P.O. Box 25866, Richmond, Va. 23289; or call (800) 829-3676.

Home Town News gets the word out

Part of the check-in process at any command should include completing the Fleet Home Town News Release Form (NavSo 5724/1) and submitting it to the Fleet Home Town News Center (FHTNC), Norfolk.

The center uses the form's information to send news releases to home town area media to acknowledge publicly the accomplishments of Navy, Marine Corps and Coast Guard personnel. It is also an excellent way to create awareness in communities across the country that today's sea services are made up of outstanding citizens from their area.

Complete an FHTNC form when you report aboard, are promoted, reenlist or receive a good conduct award or any other personal award. Letting your home town know what you're doing enhances public support.

For more information, see SecNavInst 5724.3 or your command public affairs officer.

New warfare pin for medical officers

A new warfare designation that recognizes sig-

nificant contributions made by officers of the Medical, Dental, Medical Service and Nurse Corps while serving on surface warfare ships has been approved. The Surface Warfare Medical Department Officer (SWMDO) designation distinguishes a medical department officer or warrant officer from his or her peers.

SWMDO candidates complete a variety of personnel qualifications standards (PQSs), such as division officer afloat, deck watches in port and sections of the surface warfare officer (SWO) and surface warfare officer engineering PQSs, prior to appearance before a multi-member board.

Those medical department officers who have qualified for the SWO designation may apply for the new SWMDO upon completion of six months of satisfactory duty in a shipboard medical department.

As in other warfare designations, the new SWMDO program is not mandatory and progress toward qualifications should be done on an officer's own time, so as not to interfere with their primary duties.

For information on qualifications and waivers, refer to OpNavInst. 1412.8. □



Left: ETCS Manuel R. Pulley, NAS Oceana, Va., chats with Sen. Charles S. Robb (D-Va) following a ceremony honoring Pulley as the 1991 Hampton Roads Military Citizen of the Year.



Photo by Doug Gardner

Black achievers in today's Navy

Compiled by JO1 Chris Price

Achievers come from all ethnic backgrounds, races and colors. Each February — Black History Month — America reflects on the achievements of African-Americans who have made outstanding contributions in society. The Navy is no exception.

All Hands asked commanding officers in the fleet and ashore to nominate a deserving and out-

standing black sailor or civilian at their command — 239 of whom are featured on the following 12 pages.

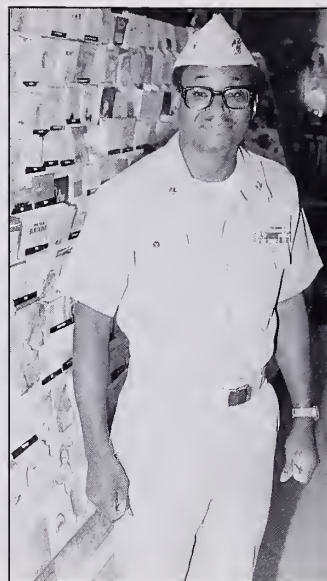
Because space limitation prohibited the printing of all photos and narratives, an alphabetical listing of those received by the Dec. 9 deadline is featured at the conclusion of this section. *All* nominees were considered "winners," deserving of recognition.

Top: JO2 Quintin D. Lyton, Navy Broadcasting Service, Washington, D.C., is a "Navy News This Week" anchor person, and was selected as the Chief of Information's 1991 Broadcast Journalist of the Year.

Above: LCDR R. Ayesha Muhammad, Transient Personnel Unit, NTC Great Lakes, Ill., is the force behind her command's six consecutive "Pipeline Mover's Awards" for processing more than 3,000 transient personnel.



Below: YN1 Jeffery Bowens, Naval Healthcare Support Office, San Diego, wife Patricia, daughter Alisha and son Jeffery, are the 1991 Accolades Navy Family of the Year, selected from a large field of entrants from Navy commands around San Diego.



LCDR John H. Johnson, Navy Resale Services Support Office, Jacksonville, Fla., is officer-in-charge of Navy Exchange Atlanta. "He quickly earns the complete trust, respect and confidence of all."



MU1 Howard T. Patton, with the U.S. Navy Band "Sea Chanters" Washington, D.C., is considered one of the Navy's finest bass vocalists. Patton was specially selected for this presidential support duty.

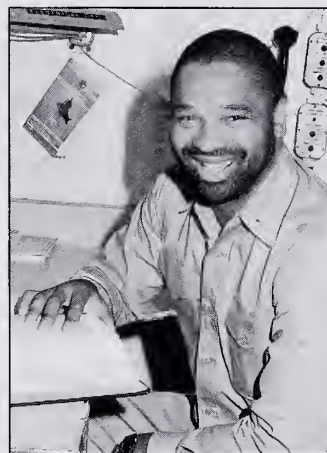


CDR Donald H. Flowers, chief engineer, USS *Wasp* (LHD 1), has 29 years of naval service. A "mentor" for junior officers.

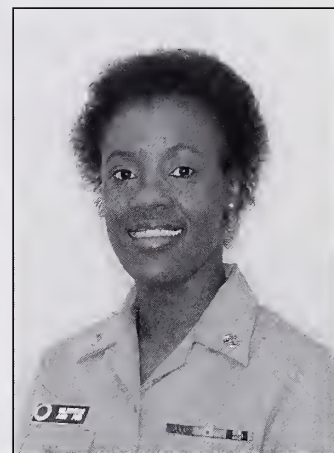


NCC Alonzo Whetstone, NRD Raleigh, N.C., is Navy Recruiting Command's 1991 Zone Supervisor of the Year.

Photo by JO1 A.L. Flint



ETCS Frank E. Hudson, USS *Long Beach* (CGN 9), graduated first in his class at nuclear power school and was third at prototype school.



DKC Sheila E. Wilkerson, assistant officer-in-charge, Personnel Support Activity Det. Brawdy, Wales, is an "outstanding ambassador of the U.S. Navy."

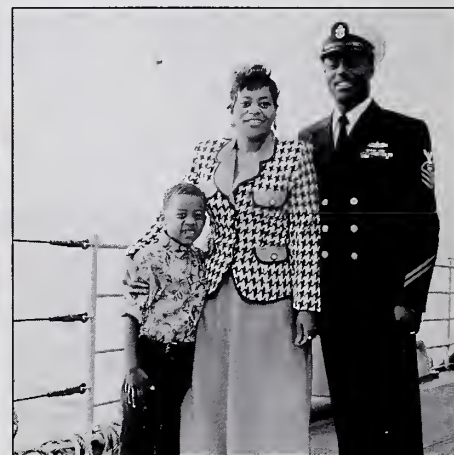
Photo by OTM1 Ray Eason

Right: RMC(SS) Anthony L. Russell, EODMU 15, Mare Island Naval Shipyard, Calif., acts as a role model for local youths. Far right: Midshipman 2/C Rocky W. Williams, NROTC University of Colorado, works with teens in gang-related trouble.

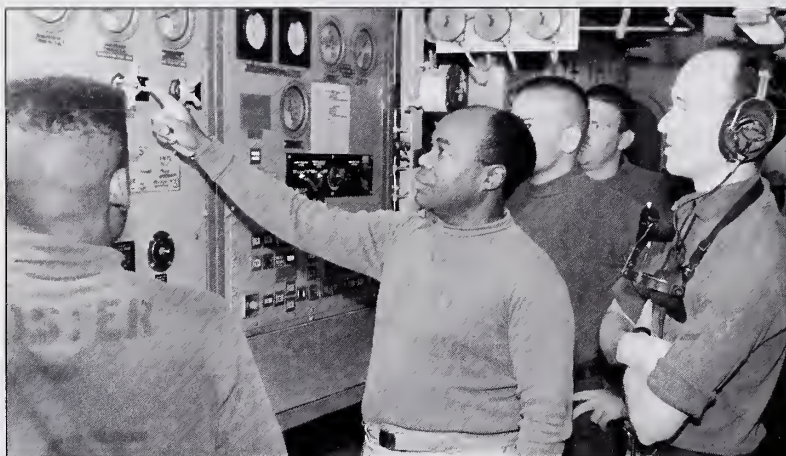




Far left: CDR Napoleon Hodges, director for administration, Naval Hospital, Cherry Point, N.C., was a senior chief hospital corpsman. Left: CDR Ellis E. Hodges, head of materials management, Naval Hospital Pensacola, Fla., was a chief dental technician. The officers are brothers.



Top: MAC(SW) Michael N. Dunn, USS *Chancellorsville* (CG 62), with wife, Pilar, and son, Michael Jr. He believes in "commitment to family." Center: AMH1 Keith I. Camper, Naval Air Test Center, Patuxent River, Md., was awarded the NAACP Meritorious Service Award. Above: MACS(SW) Eugene Jones of Naval Construction Training Center, Gulfport, Miss., is a deputy sheriff when off duty.



LT Albert L. Crutchfield, USS *Abraham Lincoln* (CVN 72) is catapult and arresting gear maintenance officer. A former enlisted aviation boatswain's mate (launching and recovery equipment), he is no stranger to carriers, having served aboard USS *Lexington* (AVT 16), USS *Constellation* (CV 64) and USS *John F. Kennedy* (CV 67).



Above: STS2(SS) Gary L. Moore, USS *San Francisco* (SSN 711), is completing an associate's degree in Liberal Arts. Center: MN1 Kirby A. Brown of Mobile Mine Assembly Group Unit 8, Guam displays "superlative leadership qualities." Right: MS3(SS) Justin M. Shamell of USS *Kentucky* (SSBN 737) (Gold) is a Kentucky-born licensed minister.

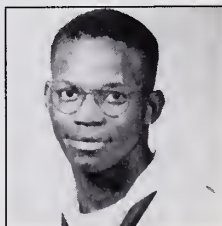
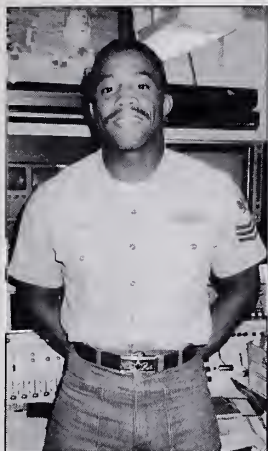
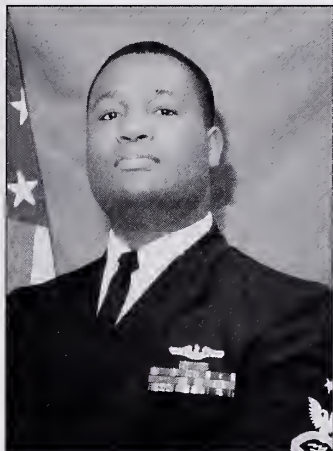


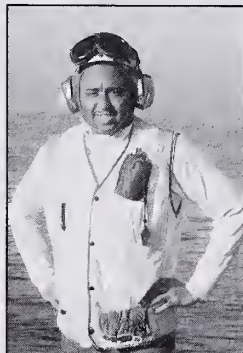
Photo by PH3 Terry Simmons



Far left: IC1(SW) Thomas Dashiell, USS Comstock (LSD 45), has a "recruiting poster appearance." Left: LT Richard D. Roberts Jr., USS San Diego (AFS 6), provided outstanding logistic support to the Persian Gulf.



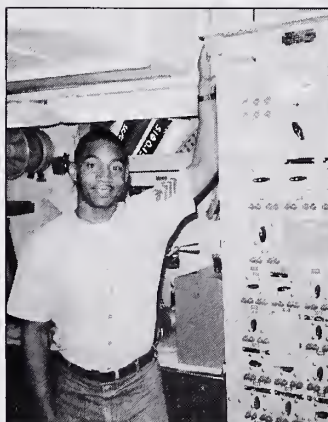
Above left: FC1(SW) Johnny L. McMillan, USS Worden (CG 18), was rated the No. 1 petty officer first class in combat systems department. He is a "Saturday Scholar" volunteer and Scripture reader at his church. Above right: RMCS(SS) Jeffrey L. Johnson, Naval Alcohol Rehab Center, Jacksonville, Fla., is an ordained Pentacostal minister and role model. He is the father of three children.



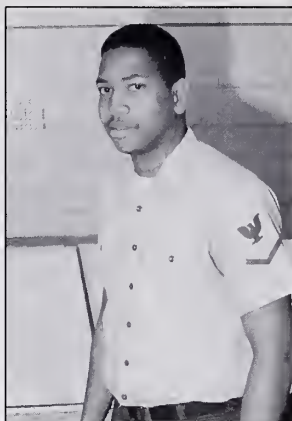
Left: HM1(SW) Amos C. Holmes, USS Tuscaloosa (LST 1187), treated 12 Mexican seamen who were adrift at sea for four days. Holmes is Tuscaloosa's 1991 Sailor of the Year. Below: ET1(SS) Rosario McWhorter was RTC Orlando, Fla., Recruit Company Commander of the Year for 1991. Three of his five recruit companies earned the prestigious Commanding Officer's Award for Excellence.



Below left: BMC Joseph S. Mayhand, Transient Personnel Unit, San Diego, excels at one of the Navy's busiest commands. "The entire command relies on him to resolve complex situations." Below right: SKC(SW) Kenneth A. Faulkner, USNS Sirius (T-AFS 8), is a highly competent, future LDO, with a "flawless grasp of the technical and professional aspects of storekeeping."



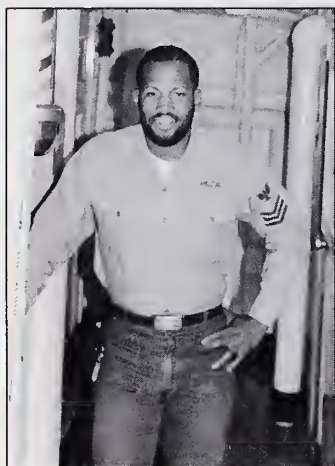
Above left: IC1 Steven Ford, USS Reid (FFG 30), "always remains calm and collected, no matter what the crisis." Above right: Paul Randolph, Naval Weapons Station (Transportation), Charleston, S.C., is a beneficial suggestion winner.



Left: CTR1 Larry B. Bagley, NSG Det. Pensacola, Fla., designs and writes software systems. Below: YNC(SW) Larry D. McInnis, USS *Champion* (MCM 4), is "a warm friend, loving father and a superior shipmate."



Left: LN2(SW) Reginald C. Walker, NAS Beeville, Texas, is an independent and highly-regarded legalman. Center: YN3 Israel Jenkins, VT 21 NAS Kingsville, Texas, is the city's Honorary Citizen for community involvement; his PRT is always outstanding.



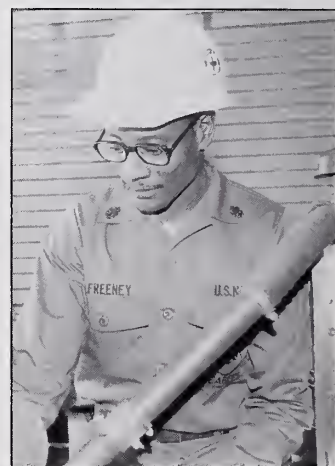
SK1(SW) Bernard L. Griffin, ComNavSurfPac RSG, lends a helping hand to the homeless. "Freely gives to the less fortunate."



CTTC Wardell Gillespie, ComTelComSta, Rota, Spain, ranked 5th of 3,000 for Rota's "Rociero del Ano," Man of the Year.



YN2 Michael Davis, Naval Reserve Recruiting Command, Det. 4, Orlando, Fla. "His exuberance promotes morale."



CMC Henry Freeney Jr., NMCB 40, Sigonella, Sicily, supervises 70 Seabees; restores vintage automobiles. Originally from Dallas.

Photo by J03 Jeff Fraker



Above: Ron Miller, NAS Sigonella, Sicily, has "a charismatic personality; very professional."

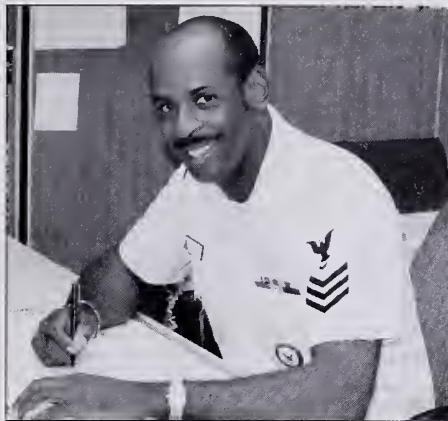


Above left: BMC(SW) Gregory Thomas, USS *Mars* (AFS 1). *Mars* Sailor of Year 1990; ComLogGru 1 Sailor of the Year (Sea) 1990. Above right: BMC(SW) Larry D. Young, USS *Juneau* (LPD 10), "earned command respect through natural leadership ability."





OSC(SW) Otis L. Leake Jr., USS *Nashville* (LPD 13), credits his success to his parents, his wife and faith in God. He is a "Big Brother" and community watch block captain.



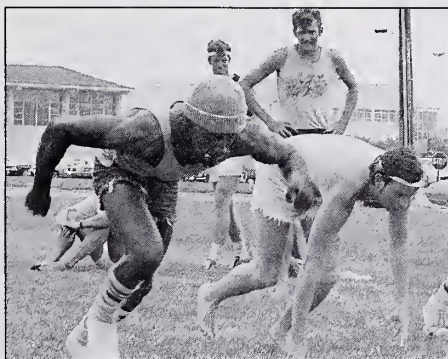
YN1 Alfred B. Lawrence, Anti-submarine Warfare Operations Center, NAS Cecil Field, Fla. Instrumental in zero discrepancies in admin/material assist visit. "There is no finer choice."



Top: TM1 Scott Willis, USS *Antietam* (CG 54). "From his flawless uniform to his positive attitude — he's exceptional." Above: DT3 Renee T. Anderson (with name tag), Branch Dental Clinic Sigonella, Sicily, believes in "attention to detail, and doing it right the first time." Left: HM1(SW) Courtney O. Abrams, USS *Acadia* (AD 42), is "the lanky, soft-spoken corpsman, with the ready smile." A firm believer in "a healthy body, a healthy mind."

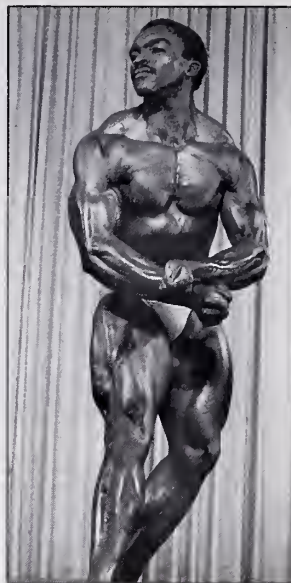
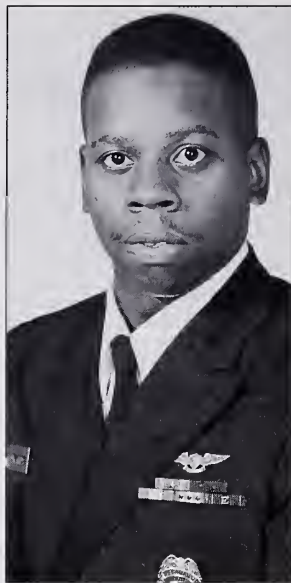


Above: SK1 Richard A. Smith Jr., USS *Kauffman* (FFG 59), leads both his shipmates and family "by example." Above center: CTT1 Danny D. Moore, NSGA Winter Harbor, Maine. "Already in the spotlight. His instruction is outstanding." Right: HM2 Franklin C. Knox, National Naval Medical Center, Bethesda, Md., is a high school track coach when off duty and has a master's degree in Health Administration. He apprehended a would-be thief, ending a rash of hospital robberies.



Above: YN2 Norman L. Roberts, USS *Harold E. Holt* (FF 1074), ComNavSurfGru Mid-Pac's Athlete of the Year.





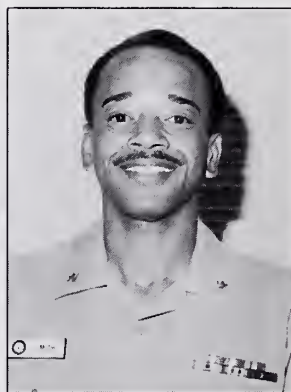
Far left: YNSN Darvin J. Dotson, USS *Tripoli* (LPH 10) "excelled in every aspect of his young military career. He's one of my finest!" Center: ABHC Dwayne M. Edwards, Naval Brig/CCU, Philadelphia, oversees 100 confinees' valuables; husband and father of three. Left: MM1(SW) Terrell G. Rucker, USS *Anchorage* (LSD 36), won Hawaii's "Strongest Man Competition," among others. Broke Hawaiian state record by lifting 705 lbs. in the dead lift.



AK1 Pretena Y. Cobbs, HSL 46, NAS Mayport, Fla., handles annual budget. "Shining example of limitless talent and capabilities. A gold mine of enthusiasm."



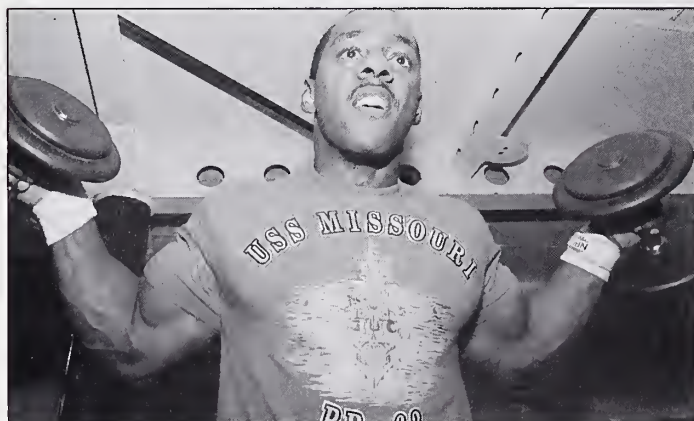
Terrell Baham, Reserve Personnel Center, New Orleans, is a budget analyst with team spirit. Will earn a bachelor's degree in Accounting in May 1992.



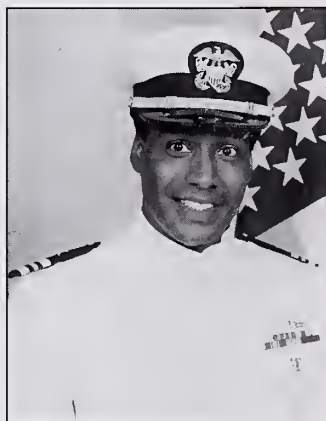
CDR Frank J. Smith, Navy Supply Corps School, Athens, Ga., nominated for NavTecTra Virgil Lemmon Award for top contributions to aviation maintenance.



YNC Charlotte Hurd, NRD Columbus, Ohio, an NROTC recruiter and mother of two. "Absolutely impressive."

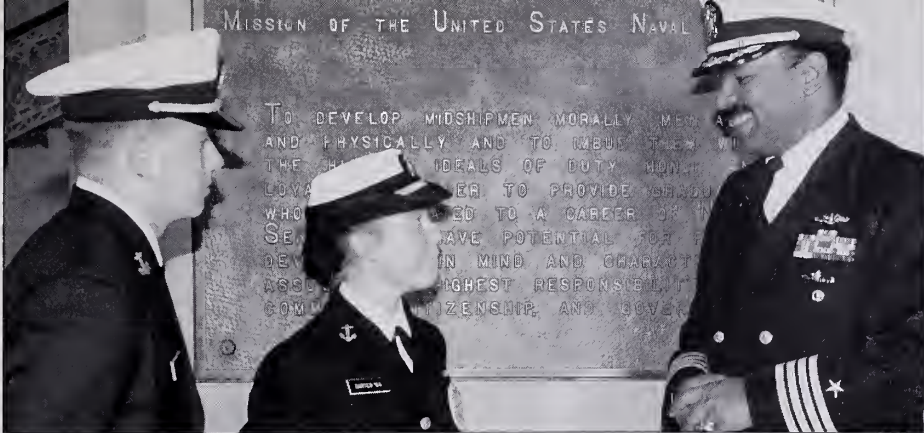


Above: BM1 Ernest C. Ervin, USS *Missouri* (BB 63), center gun rammerman for turret 2 in *Desert Storm*; led crewmen/families in post-war morale-lifting events. Active in "Say 'No' to Drugs" campaign.



Center: LCDR Gregory A. Black, Mobile Diving/Salvage Unit 2, Little Creek, Va., reserve coordinator; touch football coach; "articulate and analytical." Right: EMCM(SW) George G. Watkins II, USS *Reasoner's* (FF 1063) command master chief; "Proud to be a part of the Navy — even prouder to serve it."





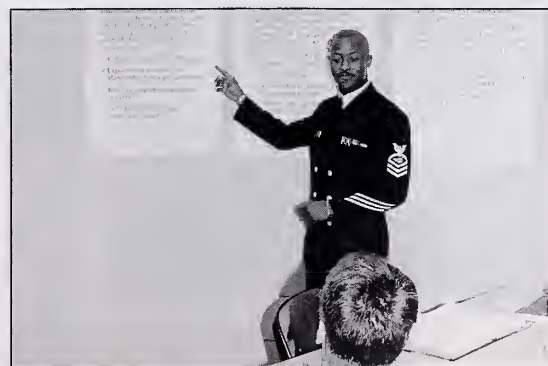
Left: CAPT Anthony J. Watson, deputy commandant of midshipmen, U.S. Naval Academy. "Having grown up in public housing in Chicago where survival remains, even today, the highest priority of our youth, I continue to have a deep respect for those who make the transition into the Navy." Below: HM2 Samuel Baker, Branch Hospital, Adak, Alaska, LPO military sickcall/emergency; "Outstanding at this remote facility."

Photo by Wayne McCrea



Above left: CTM1 Thomas P. DeLaine Jr., NSGA Pearl Harbor, with wife, Linda Sue. Selected as command's Sailor of Year 1990. "Great concern for others." Above right: BMC(SW) Raynard Kidd, USS O'Brien (DD 975), one of the leading CPOs aboard; "Deserving of this recognition." Kidd is originally from Birmingham, Ala.

Right: LT Michael E. Tabb, USS El Paso (LKA 117), Naval Academy grad; boat group commander/assistant first lieutenant; "people's choice" leader. "Has an uncanny knack for reaching the hearts and souls of today's sailor. I can think of no finer example of a young officer. . . ."



BM2(SW) Gerald L. Whiteside, USS Whipple (FF 1062). His guidance earned captain's gig 2nd Place in ComNavSurfPac Surface Line Week.

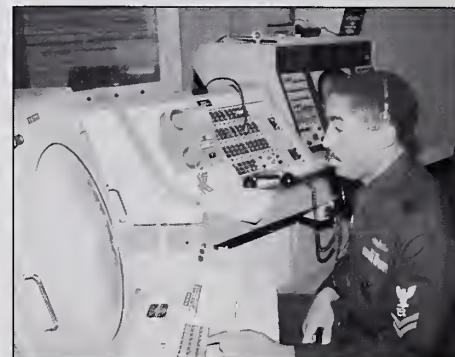
HM2 Linda Day, Bureau of Medicine, Washington, D.C., goes the extra step to complete tasks. True to medical motto, "Charlie Golf One."

EM2(SW) Sybil D. Rhodes, USS Cimarron (AO 177), ship's Sailor of the Year 1990.

RMC Dennis R. Coleman, Naval Air Technical Training Center, Millington, Tenn., is also a senior at Memphis State University. "Worthy of emulation."



Left: LT Dave Ricks, Naval Facilities Engineering Command, San Diego, is "World Powerlifting Champion." Lifts 1,723 lbs. (10 times his 165 lb. weight); inducted in his hometown (Barberton, Ohio) "Sports Hall of Fame."



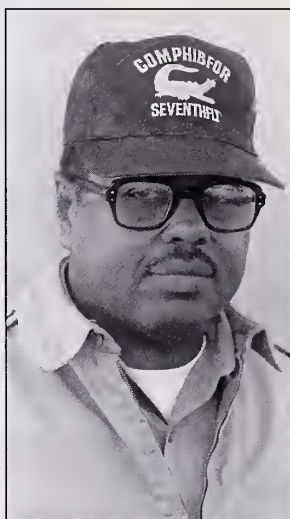
Top right: OS2(SW) Geoffrey L. Williams, Fleet Area Control/Surveillance Facility, Virginia Capes. He is the father of one son and hails from Pittsburgh. "A superb leader and military professional." Right: SM1(SW) Abraham A. Mackey, NavSta Charleston, S.C. Runner-up 1990 CNO USNR Sailor of Year (SOY); Atlantic Fleet USNR SOY 1990; CruDesGru 2 1990 USNR SOY; seminary student, Sunday school superintendent and choir singer. "A gentleman's teacher: soft-spoken and patient."



Above: LTJG Carl A. Walker Jr., Naval ComTelComSta, Key West, Fla., head of ops dept. "Believe in, and take care of your people, and they will believe in, and take care of you."



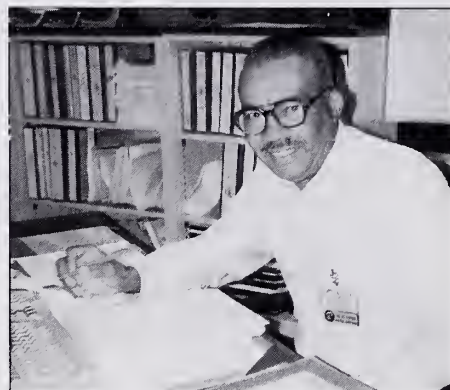
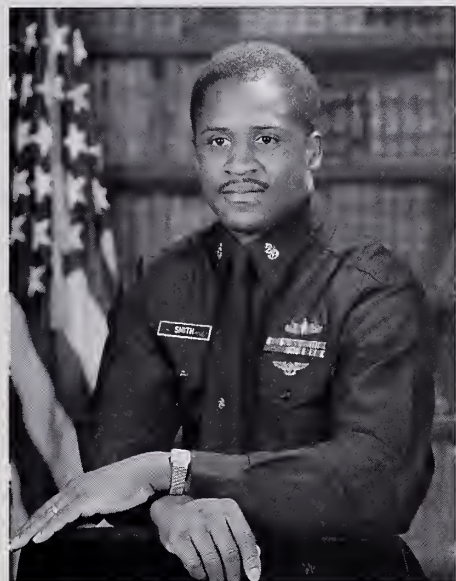
Above: AMH1 William Stokes, HSL-51, Unit 25251, Atsugi, Japan. The command's only SH-60B experienced "AM." "Unmatched drive, maturity and dedication."



Above left: CWO2 Ronald L. Jones, ComPhibFor SeventhFlt, helped plan the joint amphibious exercise *Valiant Blitz* '92. Above center: HM2 Cheri C. Pope, Naval Hospital, San Diego, mother of two; emergency medical technician. Above right: ENC(SW) Hilton J. Glynn, USS *Vancouver* (LPD 2), from St. Vincent, West Indies, holds master's degree. Right: MA2 La Trenda Funches, Navy Absentee Collection Unit, Great Lakes, Ill., is a college student and tutor.

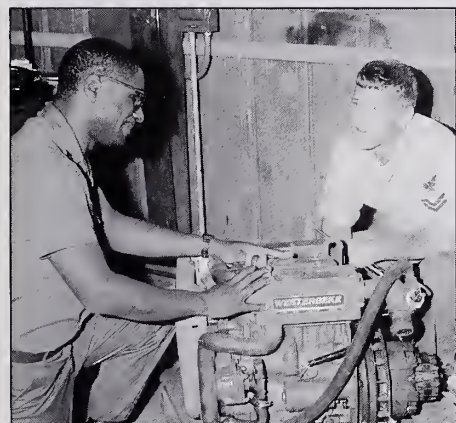


Right: SKC Alexander McCray, Naval ComTelComSta Cutler, Maine, is a father figure, from whom sailors seek advice and counseling. Far right: LCDR Wayne T. Lockley, of VAQ 33, NAS Key West, Fla., is an EA-6B pilot and "No. 1 lieutenant commander."



AZ1(AW) Maxine Goodridge, NAS Jacksonville, Fla., earned a bachelor's degree in Aviation Management.

Albert Sanford Jr., SIMA, Reserve Maintenance Facility, Long Beach, Calif. "He didn't rewrite the book; he wrote it!"



Above left: ABH1(AW) Frank C. Lynah, NRD Washington, D.C., command's "Recruiter of the Year 1991," "Top Minority Recruiter of the Year." Above right: OS1 John Hall, commander, CruDesGru 3. When problems arise, the frequent call is, "Get Petty Officer Hall." Right: PH2 Novia E. Harrington, Sub Training Facility, Charleston, S.C., is the command's "Outstanding Female" three consecutive years for PRT, a top athlete and a Naval Sea Cadet LTJG.



Top: RPC Melvin Smith, Naval Hospital, Portsmouth, Va., is in PTA, assists elderly. "To be admired." Above: MS1 Dennis Harrison, Navigation Aids SupUnit, CBC Gulfport, Miss., not only cooks but operates diesel generators. Below left: NC1 Cedric M. Ealy, zone supervisor, NRD Milwaukee, has 16 Gold Wreaths (each for three consecutive months of goal attainment). Below right: HM1 Kenneth Jackson, Inspector/Instructor, 1/23 Marines, Houston, had 1991 Meritorious Mast. "Results consistently superior."



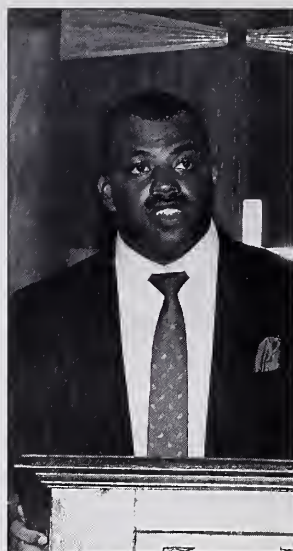
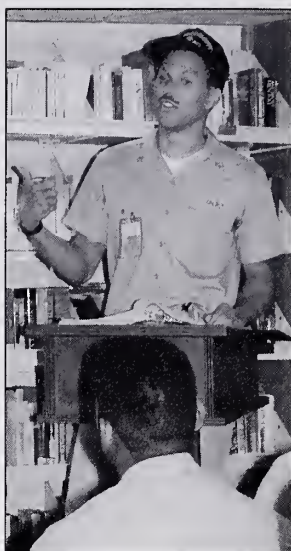
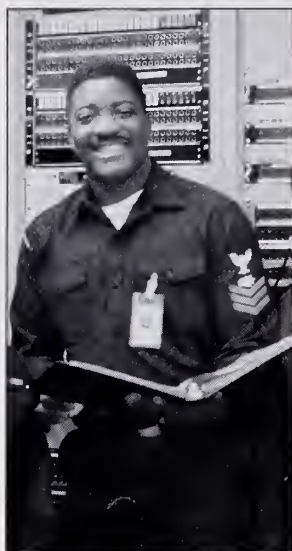


Photo by JO2 James R. West

Far left: RM1 Clinton W. Felder, NavCom Det., Cheltenham, Md., base housing mayor; "stellar performer, self-starter." Center: EMC(SW) John M. Moore III, USS *Mississippi* (CGN 40). "Doesn't just promise, but delivers. Anything less wouldn't be EMC(SW) Moore!" Left: CEC Darren T. Robinson, NMCB 1, a lay leader and "rare CPO, expected to climb the ladder to MCPO."

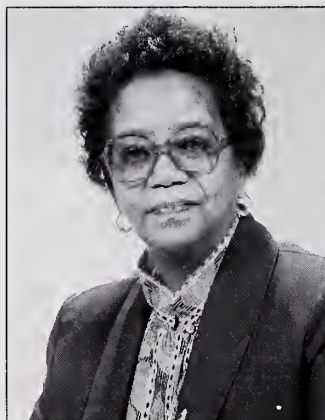


Right: DK1 Henry L. Ferrell Jr., PSA Det. Patuxent River, Md. "Recognized as a true professional, and respected for making the right decisions. Worked diligently to overcome the inherent barrier between DK and PN ratings."



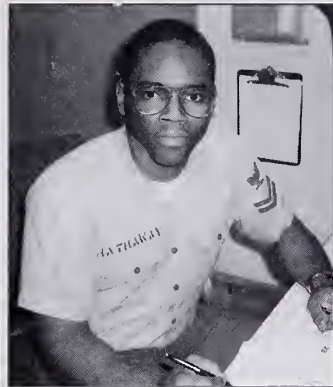
Above left: LT Lewis J. Carver, NAS Alameda, Calif., weapons officer who has "made the most of every opportunity the Navy has provided." He serves as secretary of the Novato Protestant Men's Group, devoted to providing for the needy. Above right: YN3 Randall J. Lavern, ComPhibRon 3, is a Boy Scout volunteer and a "model sailor." He is a member of the staff's softball and basketball teams.

Below: AMSC(AW) Joseph N. Bennett, RTC Great Lakes, Apprentice Training Airman Course Manager, sports enthusiast. He was recognized by the mayor of Waukegan, Ill., as a superior citizen.



Above left: Gwendolyn M. Lewis, CNET, Pensacola, Fla., program management support. Black/Hispanic (EEO) employment manager; coordinates ethnic events; member of Alpha Kappa Alpha Sorority, Inc., Phi Delta Kappa fraternity and life member of Phi Alpha Honor Society. Above right: YN1 Ethel M. Hill, Defense Intelligence Agency, Washington, D.C., has an "A" average at community college; a community volunteer who's "truly outstanding."



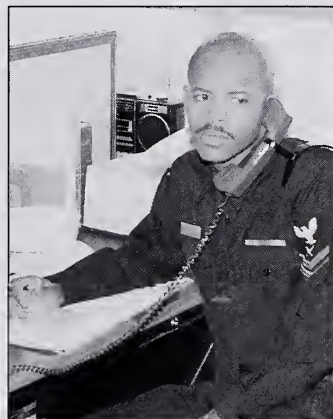


LTJG Marian D. Palmer, Naval ComTelComSta Newport, R.I., role model to teens; feeds the hungry.

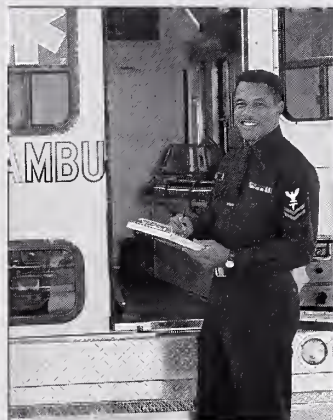
ET2 Leo D. Hathaway, NavFac Keflavik, Iceland. Led beautification project. "Unyielding dedication."



CAPT R.G. Stewart Jr., ComNavSurfPac, San Diego, Force JAG. NAACP Award; "deserves recognition."



YN2 Vernon S. Patton, ComDesRon 4, encouraged his wife to complete college; "respected by all."



Above left: Rose Dennis, Naval Supply Center Oakland, Calif., with the Navy since 1946; 1991 Meritorious Civilian Service Award. Above right: HM2 Keith Staples, Naval Hospital Jacksonville, Fla., trains emergency medical techs. "The best." Right: PC1 Steven L. Coney, NAS Norfolk (MAC), ranked first of 193 E-6s. "Outstanding role model."



And still others outstanding

IS2 Ezra Abdullah, VAQ 139; MT1(SS/SW) Kenneth P. Abrams, Trident Training Facility, Kings Bay, Ga.; ADC Larry J. Addison, VS 31; LT Annie B. Andrews, NAS Keflavik, Iceland; SN Martin L. Andrews, USS *Fresno*, RM1(SW) Herman L. Archibald, USS *Gridley*, AOCS James R. Armstrong Jr., VF 106; SMCS(SW) Wayne T. Bailey, USS *Mobile Bay*; LTJG Walter L. Banks, USS *Wichita*; LT Danny T. Barnes, USS *Peleliu*; EM2(SW) Alison Brinkman, SupShip, Groton, Conn.; ETC(SW) James H. Brown, USS *Peoria*; OS2(SW) Clayton E. Brown, HQ, Naval District Washington; PN1 Terezre L. Brown, PSA Det., NAS Pensacola, Fla.; TM1 Bobby D. Brown, NavWepSta, Earle, N.J.; YN2(SS) Terrance J. Brown, Submarine NR-1; YNC(SW) Cheryl Brown, SIMA, Newport R.I.; LN1 Tyrone Burnett, NMCB 5; DTC Donald C. Burt, Naval School of Dental Assisting and Technology, San Diego; MM1 Dexter A. Cameron, USS *McCandless*; Mavis Campbell, Oceanographic and Atmospheric Lab, Miss.; YNC(SS) Tyrone Casablanca, ComNavSubPac, Pearl Harbor, YN1 Cynthia D. Champion, Fleet Ocean Surveillance Info, Rota, Spain; RM2 Robert E. Chandler, Naval Radio Receiver Facility, P.R.; LN1(SW) Tobias Chappell, NavSubBase Kings Bay, Ga.; SK1(SW) Michael Clark, Oceanographic Unit 1; RP3 Karen M. Clements, Naval Security Station, Washington, D.C.; AMHC(AW) Ferdinand M. Cole, HC 5, WestPac; LT James A. Collins, USS *Samuel Gompers*; PN2 Thomas G. Corley Jr., PSA, Washington, D.C.; DP1 Irma D. Crayton, Tactical Training Group Pacific; AMHC(AW) Freddie L. Davis, VAW 125; RM1 Sandra M. Deadwyler, Fleet Surveillance Support, Chesapeake, Va.; YN2 Gary Dillon, VFA 137; YN1 Ebonnee Dinkins, Naval Intelligence, Washington, D.C.; QM1(SW) Reginald C. Doctor, USS *Cook*; AD1 Reginald E. Duckson, NavResFor, New Orleans; PN1 Elmira Elmore, PSA Great Lakes, Ill.; CTR1 Tracy I. Ervin, NSGA Pyongtaek, Korea; FC2(SW) Lacey L. Flagler, USS *De Wert*; PN2 Sharon L. Fleming, PSA Det. Philadelphia; Marcia Folkes, NavSta Pearl Harbor; IC3 Deborah Galbreith, NavSta Subic Bay; LN1 Judith L. Goldsmith, ComNavSurfPac; MS1 Leslie Grady, ComDesRon 21; RMC(AW) Henry K. Green, NavComSta Yokosuka, Japan; MRC(SW) Michael A. Gresham, USS *Paul F. Foster*; LCDR Theodore Guillory, USS *Roanoke*; GSM3 Duncan K. Guishard, USS *Hayler*, Midn. William E. Hamilton, ROTC Norfolk; EM2 Samuel L. Hawkins, USS *Elliot*; CTT1 Michael Hayes, NSGA Edzell, Scotland; ETC(SW) Everett Hayes, USS *Ingersoll*; ENCS(SW) Charles Hentley, Mobile Diving Salvage Unit 1; MS1(SS) Ernest C. Hill, USS *Ormaha*; EWC(SW) Ernie A. Hogan, USS *Vincennes*; AMH1 Michael S. Holloman, VR 52; HM2 Obgonnia Idemiliranu, Naval Medical Clinic, Port Hueneme, Calif.; FCCM(SW) Albert Jackson Jr., CNET, Pensacola, Fla.; QMC(SW) Herman Jackson, USS *Bowen*; YN2 Myron Jackson, USS *Cushing*; EN1 Jacques Jeanbart, USS *Dubuque*; YNC Arnold B. Jenkins, VS 24; Jake Johnson, SIMA, San Diego; BM2 Larry Jones Jr., NRD Chicago; Louis Jones, NSGA Charleston, S.C.; MSC(SW) Timothy Lee Jones, NavPhibSoc West, Fla.; MAC David J. Laurie, NavBase Charleston, S.C.; YN1(SS) Joseph E. Lett, NavResCen, Cincinnati, Ohio; EN1 Patrick Lewis, NavSta Puget Sound, Seattle; RM1(SW) Milton J. Lockley, USS *Rushmore*; EN1 Richard H. Lucas, USS *Yosemite*; A01(AW) Karen Mason, NAS Mayport, Fla.; DT3(SW) Allen Matthews, Naval Dental Center, Charleston, S.C.; SK2(SW) Michael J. Maxwell, USS *Princeton*; MS1 Janet A. Mays, NavPhibBase, Coronado, Calif.; YN1 Clarence C. McCallum, NavResCen, Macon, Ga.; LCDR Anthony E. McFarlane, BuPers, Washington, D.C.; Billy McIntyre, Norfolk Naval Shipyard, Portsmouth, Va.; SKC Sophia A. McMillan, NavSta Philadelphia; HM1 Rory D. Miller, Naval Medical Clinic, Portsmouth N.H.; OS2(SW) Everette B. Mooney, Navy Absentee Collection Unit, Seattle; IM2 Robert B. Moore, SIMA, Philadelphia; CWO2 Lloyd Nance, Navy European OpsSupAct; OSC Elliott Nichols, USS *Racine*; SN Edgar L. Peavy, USS *Goldsborough*; SW2 Edward Perry, CBU 407, NAS Corpus Christi, Texas; CTR2 Larry L. Peyton, NSGA Northwest; LT Herman Platt, ComDesRon 23; NCC(SW/AC) Larry J. Ponder, USS *Kansas City*; CTM1 Barbara A. Powell, NSGA Homestead, Fla.; AE2 Anthony E. Reid, AIMD, NAS Oceana, Va.; BM3 April L. Richardson, NavSupFac, Diego Garcia; Mid/1st Christopher Riley, USNA, Annapolis, Md.; AMHC(AW) Clifton Roberson, VF 202; FC1(SW) Morris E. Roebuck, USS *Halsey*; CM2 Robert Rose Jr., Beachmaster Unit 1, NAB San Diego; ET2 Arthur Rose, USS *Bristol County*; SK1 Catherine Sabater, UCT 2, Port Hueneme, Calif.; SK2 Jessica D. Sanford, Naval Hospital, Orlando, Fla.; TMCS David L. Scarbrough, USS *Proteus*; TMC Junious L. Scott, USS *South Carolina*; AZAN Kathy Shelton, VAW 120; LCDR Hollis E. Sims, USS *Waterford*; GMC(SW) Louis E. Singleton, USS *Pyro*; AT1 Joel Smith, VP 31; CDR Langston D. Smith, Naval Dental Clinic, Pearl Harbor; SKCM Alice L. Smith, SIMA, San Diego; AMS3 Joseph L. Sorells, VT 4; SH2 Bonnie G. Southall, Branch Dental Clinic, NAS Millington, Tenn.; RM1(SW) Byron J. Spearman, NavComTel Area Master Sta, Wahiawa, Hawaii; RM1 Freddy Staggers, USS *St. Louis*; AO2 Gary L. Stewart, NAS Lemoore, Calif.; MA1 Chrystal Stone, NavSta San Diego; GMC(SW) Frank L. Streeter, USS *Fletcher*; AFCM(AW/SW) Robert I. Sweat, USS *Okinawa*; Linda Toran, NADep, Norfolk; BM1(SW) Moses Truesdale, USS *Waddell*; FC1(SW/AW) Terance E. Tucker, USS *New Orleans*; DK1 Yolanda D. Tyler, USS *Jason*; RM1 Eric L. Tyson, USS *Conserver*; CTR1(SW) Wilbert Vaughn, USS *Arkansas*; OSC(SW) Cornelius Ware Jr., SWO School, Newport R.I.; SK1(SW) Gregory D. Washington, USS *Lockwood*; GMG1(SW) Delmas Whittaker, USS *Cape Cod*; YN2(SS) Clemmie Williams Jr., USS *L. Mendel Rivers*; QMC Cary J. Williams, USS *Gettysburg*; EM1(SS) Anthony W. Winston, NavResCen, Orlando, Fla.; HMC(SW) Terry A. Woodcock, USS *Hewitt*; MT1(SS) Michael C. Wooden, USS *Kentucky* (Blue); FC2 James Marc Christopher Wright, USS *Barbey*.



U.S. Navy photo

Tell 'em what they need to know

MCPON: Bridging the gap for 25 years

Story by JOCS Robert C. Rucker

A quarter century ago it was a radical concept. In an organization considered as tradition-bound as the United States Navy of the 1960s, it was practically outrageous. Yet it had to be done. The American public was increasingly unhappy with the military because of Vietnam. That unhappiness translated into a general lack of support for those in uniform. First-term retention hovered around 10 percent. With new technology being introduced, the Navy had to keep good sailors in the service. Someone had to filter through the bull and bureaucracy to tell the Navy's most senior leadership what enlisted sailors were really thinking.

Out of these frustrations came a recommendation: "Establish a billet for the 'Leading Chief Petty Officer of the Navy' (LCPO). . . . Provide for a 'direct dialogue

channel' between enlisted personnel and the LCPO." From this recommendation was born the position we now know as the Master Chief Petty Officer of the Navy. For 25 years, the seven men that have occupied the billet have been doing exactly what the original charter called for — listening and talking to enlisted sailors around the world, then telling the Navy's senior leadership what they need to know, not just what they want to hear.

Since Jan. 13, 1967, when Master Chief Gunner's Mate Delbert D. Black was officially appointed "Senior Enlisted Advisor of the Navy," the initial title for the new office, he and his successors worked within a powerful leadership network that made people's needs a priority. Each, in his own way, developed and refined the tools necessary to build a bridge spanning the 200-year-



U.S. Navy photo

Opposite page: The first MCPON, GMCM Delbert D. Black, talks with a forklift driver in Vietnam during a 1968 visit. All of the MCPONs have traveled extensively throughout the fleet to keep in contact with sailors. Left: RMCM(SW) William H. Plackett, the sixth MCPON, testifies on Capitol Hill with the senior enlisted leadership of the other services.

old communication gap between deckplate sailors and their senior leaders in Washington, D.C. Some had full support of the Chief of Naval Operations (CNO) and the Chief of Naval Personnel (CNP); others did not.

The results of that radical concept can be seen all around today's Navy, many of which we take for granted

— from having civilian clothes aboard ship to development of the entire Family Services support network. *All Hands* recently spoke with four of the six living MCPONs — Black; Master Chief Operations Specialist Robert J. Walker, the third MCPON; Master Chief Aircraft Maintenance-man Thomas S. Crow, the fourth MCPON; and Master Chief Avionics Technician (AW) Duane R. Bushey, the seventh and current MCPON. They reflected on the changes they've seen and the changes to come.

In 1967, when Black reported aboard as the first MCPON, a billet created largely at the insistence of then-Secretary of the Navy Paul H. Nitze, he discovered that few people in Washington, D.C., had a clear idea of what he was supposed to do.

Looking for guidance, Black paid a visit to then-Chief of Naval Operations ADM David L. McDonald. He recalled receiving a less than warm reception from the Navy leader. The visit turned out to be the only conversation he would have with the CNO during his tour as MCPON.

Black said he felt that McDonald reflected the prevailing management style used throughout the military and civilian world at that time — more production-oriented and less people-minded.

"He always referred to our 'inventory of personnel.' I said 'You don't inventory personnel. You inventory material.' I never could get that across to him, but I never got to talk to him, either."

"When I asked the tailor to put a third star above my crow, he looked at me like I was a drunken sailor out of my mind."

Upon that inauspicious start was built the most recognizable enlisted position in the Navy.

"In the beginning there were no guidelines," said Black. "We were trying to establish the credibility of the office. The most important change there has been is the acceptance of the office by most of your admirals and captains. They have confidence in what we're doing. That's what all of us strive for, letting them know we're here to assist and not to undermine them. That's what I spent all of my time on the road doing. In addition to talking with the sailors, I was talking to the COs. I let them know what I was doing and that I wasn't holding an inspection or trying to get them in trouble. If you [the CO] have a problem I find, you'll be the first one to know. It took a long time to get that degree of acceptance."

Black knew he would need a visible sign that he was, in fact, the top enlisted man. His wife, Ima, came up with the solution. She suggested putting a third star above his rating badge. Black liked the idea and so did the Uniform Board.

"When I asked the tailor to put a third star above my crow, he looked at me like I was a drunken sailor out of my mind," Black said. But from years of fleet experience, Black knew that three stars alone

would not mean instant credibility. He would need to build confidence and credibility from the top down as well as from the bottom up.

"I think we all realize that you can come up here and sit behind the desk, if you want to — never move, never talk," said Black. "Or you can get out there and do your job. I hope we never get anyone in here that wants to sit behind the desk all the time."

But what qualities did these men bring from the fleet that made them different?

"One thing you have to bring to this job is knowledge of the Navy," said Crow. "You have to know what the Navy is all about. You have to be sensitive to what's happening around us."

"You have to believe in the 'Total Navy,'" said Bushey. "You can't be parochial — you can't just look out for your own community."

"You hear about 'One Navy' and the 'One Navy concept' all the time. But this office has to believe in it," Crow agreed. "You can't allow anyone out there to feel



U.S. Navy photo

they don't have access to this office. The most enjoyment I had in my first year on the job was going out and learning about the other communities. I was an 'airdale,' and understood that, but I didn't know enough about the surface force or the submarine force and their contributions. I had to develop more knowledge about that. There's nothing more stupid than going out among a group of submariners and not really knowing what you're talking about. . . . you're never going to really know, but you have to try and understand."

That understanding has to go deeper than mere policy and procedure. You have to know people — enlisted people. Once armed with that knowledge you have to develop a full understanding of the processes that bring about change to benefit sailors. There are two distinct arenas for that change: a Navy internal policy process and an external legislative process. It is the latter that brings with it the accusation of "politics."

"There's very little political about this job," said Bushey. "There's some ambassadorship and some social functioning, but that's where you're getting the word out about sailors. That's where you meet a lot of the people who are working the same issues you are."

"I've answered questions from people wondering why the MCPON would testify on Capitol Hill," said Black. "If you could test the reactions of Congress and see whether they believe what they hear from the MCPON or the same message from the CNP, you'd see the MCPON is a lot more credible. In the end, that helps our sailors."

"You have to look at the fact that things which affect our sailor's quality of life are all a result of legislature," said Crow. "We don't just go ask the chain of command for them. You come to D.C. and find this mass of bureaucracy you're not going to shake loose. So you go about doing whatever you need to do to get what sailors need. If the pulse of the fleet says, 'We need a pay raise,'



then you're going to have to get involved in the politics of that. You have to understand it. Politics are involved in the process. But we don't slant our message on the basis of politics."

Internally, however, messages do change. That change reflects the needs of sailors serving at that particular time. Some policies die, others are reborn.

"If you do away with a program, you can bet that within five years it will be reintroduced with glowing headlines," Walker said. "You may have changed the title, but the program is the same damn thing. That will probably go on for eternity."

"In a sense Total Quality Leadership (TQL) is a reincarnation," said Crow. "It incorporates a whole bunch of functions we've always been

doing, or should have been doing. Someone finally found a way to address them. I don't know when we've ever not taught good leadership or not emphasized that we were a team. We've preached that for 100 years. We're putting all these elements together under a program, giving it some very fresh top commitment and saying to everybody, 'Let's all go do this.'"

"There's a lot of value to being able to stay in touch with my predecessors," said Bushey. "Being able to go back and understand why some things happened and why decisions were made when they were in office helps

"I don't know when we've ever not taught good leadership. . . . We've preached that for 100 years."



U.S. Navy photo

Opposite page: Getting down to the deckplate, as OSCM Robert J. Walker, the third MCPON (left), and AVCM(AC) Billy C. Sanders, the fifth MCPON (center) did, is what the job is all about. Above: The six MCPONs prior to AVCM(AW) Duane R. Bushey: (from left) Sanders, AFCM Thomas S. Crow, RMCM(SW) William H. Plackett, AFCM John D. Whittet, Walker and GMCM Delbert D. Black.

tremendously. It keeps us from making mistakes twice. To understand the reason why decisions were made, however, doesn't mean we shouldn't do something today, because times change. You make better decisions if you know the history."

During the past 25 years, the MCPON has helped the Navy steer a course through some rough waters during troubled times. Keeping a perspective on that larger picture is often difficult, but remembering the office charter — to be the voice of the sailor — has helped these MCPONs through those waters.

"My time frame as MCPON (1975 to 1979)," said Walker, "was encumbered by the drug scene and desertions. You had a national reaction of the country against the military. It was a nightmare! That does not hold true today. I look back on some days I could have sat down and cried, there were so many problems."

"I followed Bob in the office and inherited many of the problems that he mentioned," said Crow, who held the billet from 1979 to 1982. "People had a tendency to hide the fact they were in the Navy because there were a lot of problems. But toward the end of my tour I noticed things were starting to change. We started to bolster ourselves up through a concerted 'pride and professionalism' program. We started to make it happen."

"I definitely had the feeling we were coming back to a middle-of-the-road approach," said Walker. "We were never going back to a 'nail fist' policy of hammering everyone. There was a great deal of pressure on ADM

Holloway (then-CNO) by a couple of very senior naval officers to change things completely. They were saying, 'Zumwalt's gone. We've got the reins. Now let's just go out and change things. We'll make sure everybody stays in line. We're gonna shave everybody's head.' Holloway said, 'Absolutely not. We're going to go back to the road that we can, in fact, travel and be comfortable with.' We had to adjust to the times."

"It's easy to start a program," said Black, who served from 1967 to 1971. "It's difficult to go back. I was under Zumwalt for eight months. I had no quarrel with most of the things he was doing, just the way things were being done. I felt some of them were good — some of them were bad. But I had my say."

"I'm the luckiest one of this group," said Bushey. "I had the most support of any of them, starting with the Secretary of the Navy, the CNO, the vice CNO, the CNP — that's where you really need to have credibility and support. I look back and I know each one of them had trouble with at least one, if not more, of these people."

Not only has the Navy changed because of the job they did, each one of them has been tremendously affected by the position.

"For the rest of your life you're part of the Navy. That's pretty heavy when you first take the job."

"Once you've accepted this position, there's no real retirement from the Navy," said Bushey. "You see that sitting here right now," he added, indicating his three predecessors. "For the rest of your life you're part of the Navy. That's pretty heavy when you first take the job."

"For the rest of your life you're in a fishbowl," said Walker. "If one of these guys does something that hits the newspapers, there it is. 'Master Chief Petty Officer of the Navy (retired) does this.' That's a slap in the face of the entire enlisted community."

"It's really changed my driving habits," said Bushey. "We're like everyone else. You're driving along and someone cuts you off. Well, you just want to roll down your window and yell at them. But when you have 'MCPON 7' on your license plates, you just can't."

"This was the greatest challenge and the greatest personal satisfier that I've ever had. Never again are you ever going to experience the euphoria that comes with this job," said Walker.

"There's an emptiness after you leave it. As great a challenge as it is, you miss it. The civilian world doesn't have anything to offer me out there that will ever match being in this job," said Crow. "and I don't care who knows that." □

Rucker is assistant editor, All Hands.

"We're not heroes"

As California burned, Alameda firefighters saved lives and property

They want you to understand one thing up front — they're not heroes. They were just called upon to fight the biggest fire of their careers. The four Naval Air Station (NAS) Alameda, Calif.-based civilian firefighters from Engine 2, who helped stop the Oakland hills blaze from rampaging even further down the section surrounding Alvarado Road, don't necessarily feel they performed a feat of magic. Instead, they feel luck was on their side.

There was something strange about the morning of Sunday, Oct. 20, said firefighter Kevin Davis. "It had been so busy; we had two blazes earlier in the week."

"And you know everything comes in threes," added Paul Pansoy, Engine 2 fire captain.

They received the call about 11:20 a.m., as did USS *Flint* (AE 32), USS *Wichita* (AOR 1), USS *Samuel Gompers* (AD 37), USS *Texas* (CGN 39), USS *Shasta* (AE 33), USS *Kansas City* (AOR 3) and USS *Mauna Kea* (AE 22), to complete the five-engine staging for a six-alarm fire.

The ships collectively offered hot meals, volunteers to serve as drivers and firefighters to assist in the disaster relief operations. Ten hospital corpsmen and one nurse from Naval Hospital Oakland also provided medical support to assist firefighters from Engine 2.

Bay area firefighters, covered with sleeping bags and blankets, try to get some rest after a night of battling the six-alarm East Bay Hills inferno.

Two Helicopter Anti-submarine Warfare Squadron (HS) 85 aircraft provided airlift support. The *Golden Gaters*, who fly the SH-3H *Sea King* helicopter, were placed on alert, as well as Helicopter Mine Countermeasures Squadron (HM) 19.

What the crew met riding up Highway 4 to the Caldecott Tunnel was something they could not imagine.

"As we got closer you could see how big it was. I just had this feeling we would go right into the heart of it," said Pansoy.

"It was like a nightmare," added Richard Navarro, driver/operator of Engine 2 that day.

As a former wildland firefighter, Davis, one of the two firefighters

along with Jim Price on the engine, had seen fires of the same magnitude before, but never under the same conditions.

"You had so much involved — homes, people and the wind." The wind that day became the crew's biggest enemy. "I don't think there would have been a problem without it," said Pansoy.

Navarro explained the blaze in concrete terms, "It wasn't as if a building went up in flames. The fire was everywhere, and the wind was blowing it downhill fast. On top of everything, we had trouble getting water pressure at first."

As driver/operator, it was Navarro's job to ensure the steady stream of water they needed.





"I manned the pump. Along with the normal amount of hoses, we were using the deck gun, which delivers 1,000 pounds of pressure. But it hardly felt like we were making a dent," Pansoy said.

Pansoy remembers feeling exalted at one point, thinking that the blaze was extinguished, but was soon let down.

"After a couple of hours, I thought we had the fire in that area beaten. We'd put water on it, then it would go down. You could feel the heat all around you — it was so intense. The idea was just to keep pushing the fire up. We could see the houses above Alvarado, about 100 yards up, burning. Then you'd look around and hear the explosions. They were loud and distant, like artillery hits."

While Pansoy said one of the crew's objectives was to keep the fire from spreading downhill, the bigger objective was to save homes. The crew said this became their method

of operation after they were redirected twice by Oakland and San Francisco fire department chiefs.

"Everything was so chaotic. It felt like we were free-lancing," said Navarro, "Every time we'd get to a staging area it would just get taken over by the fire."

The crew's next stop took them to the Alvarado Road section of Oakland where they decided to make a stand.

"We were sent there by a chief of the San Francisco fire department. It wasn't one of our staging areas, but when we got there we had to stay," said Navarro. "Our goal was to save the houses on that block."

Without a city fire department there to back them up, the men of Engine 2 found themselves fighting the blaze on Alvarado Road alone.

"It was going through my mind that if we were threatened, I would pull us out," Navarro said. "But it didn't get to that point. We were

The crew of Engine 2 used a deck gun to drown the flames that threatened to burn a block of homes on Alvarado Road in Oakland.

getting a good head on the fire. We pulled everything we had by hooking up all the lines. Eventually I knew help would come."

But since help didn't arrive for a few hours, the crew took advantage of help from the few residents who refused to evacuate.

"Most of the residents had been evacuated a couple of hours before, but we gave quick firefighting lessons to those who were still there. We put hoses in their hands and pointed them in the right direction," said Pansoy.

After five hours of the most intense firefighting of their lives, the crew managed to contain the fire to the hills above Alvarado Road.

According to the American Red Cross, more than 1,800 acres in the hillside areas of Oakland and

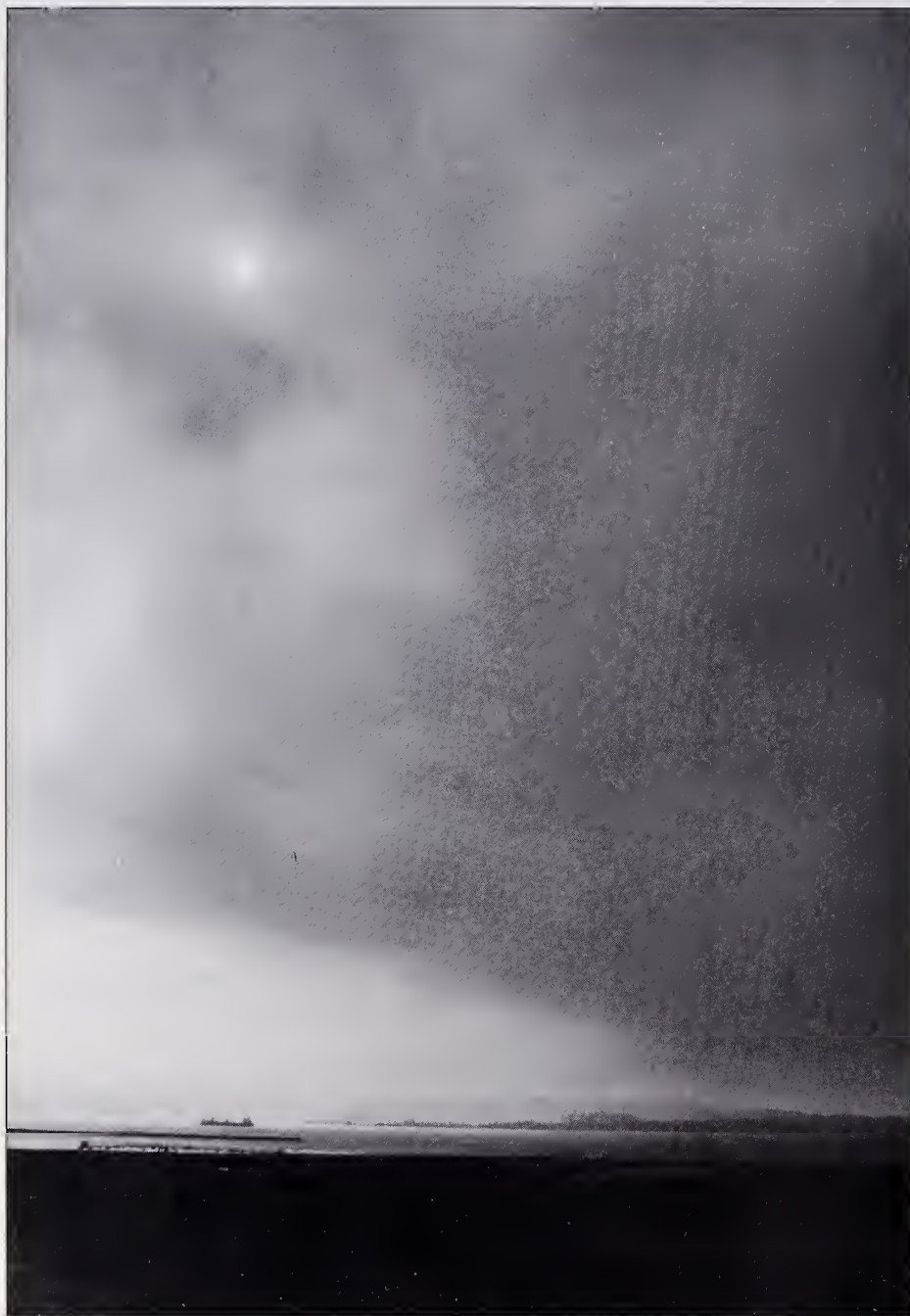


Photo by J03 Steve Hansen



Left: Smoke from the East Bay fire renders the afternoon sun into a muted, orange ball as a distant ship sails under clearer skies to the south. Above: NAS Alameda became a command center for a massive gathering of Bay Area fire-fighting personnel and equipment.

Berkeley were burned. The blaze leveled 2,400 homes, apartments and condominiums, left more than 5,000 people homeless, and a casualty toll of 19 dead, 148 injured and 49 missing. Property damage was estimated between \$2.5 and \$5 billion, including 3,000 cars and trucks.

For Davis, the fire brought back vivid memories of his days fighting wildland fires. "No one's ever seen anything like it. It was such an uncontrolled situation. All these hot

spots were going at once. There were these big, black clouds everywhere, then it would be sunny. There was the weirdest cloud cover — a burning red color," he said.

Navarro was moved emotionally by the fire's destruction of innocent victims. "What bothered me the most were the animals that were running from the hills with nowhere to go. And then we saw this lady who seemed lost before we got her out of there."

For Engine 2's crew, fighting blazes of any size has never been their sole concern. Even more formidable is the task of saving lives.

Having earned a fire science associate's degree at Shasta College in Redding, Calif., Davis said making a career of fighting fires has enabled him to fill some basic needs.

"I couldn't work at a '9 to 5' job sitting at a desk. I like working with people; I like the camaraderie with the other firefighters."

An 11-year NAS Alameda fire department veteran, Pansoy decided to become a firefighter after years as an emergency medical technician in Oakland.

"I wanted to continue helping people like before, but I wanted to try something different. And this job is always exciting."

After two years at NAS Alameda, Navarro has been taking classes in fire science at Chabot College in Hayward, Calif., to stay on top of



Photo by PH2 Robert Turgeon

ever-changing firefighting techniques.

"Being a firefighter has never just been about fighting fire. Most of our calls are for injuries or medical emergencies. I know it's what everyone says, but I really just like helping people."

Assistant Fire Chief Gary Armosino thinks that, for most firefighters, the work is a calling rather than just a career. "It gets under your skin. There's something about being able to tell people you're a firefighter — there's a lot of pride tied up in that title."

But Armosino doesn't hesitate to admit the calling is only heard by a few. "We work long hours. Firefighters miss a lot of holidays. It's really hard on those with families. It's also very dangerous. Firefighters definitely have to have a strong intestinal fortitude. But being a firefighter is just a feeling you can't shake."

"After you perform CPR [cardiopulmonary resuscitation] on someone, you never get over it," Davis said.

"We'll be talking about this for months," Armosino said, adding that firefighters never really stop replaying an incident in their minds.



Photo by Jim Price

"You worry like hell after it's over. You think about how you could have done it differently."

But that day's Engine 2 crew wasn't contemplating its actions as California burned.

"We don't want people to call us heroes," Navarro said. "The whole thing is those houses on Alvarado were not on fire yet and we were there, so we did what we're trained to do."

A husband and soon-to-be father, Navarro said he never forgets that his job means risking never seeing his family again. "All during that day I got visions of my baby being born without a dad, but then it passed, and I kept doing what I had to do."

Davis, who is married and a father of a one and a-half-year-old girl, said he doesn't have visions anymore. Now he just washes the fears with pride. "I think my daughter and Richard's child will grow up being really proud of their dads."

Above: The East Bay hills are scorched by the wind-swept flames of the Oct. 20 fire.

After 22 years at NAS Alameda's fire department, Armosino says he counts on that pride when times are tough.

"Civilian firefighters work longer shifts than those who work for the city — 72 hours a week, 24-hour shifts. You work and live in close surroundings with the rest of the unit. You also form tight bonds with one another. You need to because this job isn't all fun and games."

Navarro added, "Don't let anyone tell you that firefighters are never afraid. You have to respect a fire. We get the same fears as anyone else, but it's our job to fight them."

Story compiled by Naval Air Station Alameda, Calif., public affairs office.

ALL HANDS

Photo contest w



nners



The third annual *All Hands* Photo Contest drew more than 170 entries in its five categories. The majority of entries came from amateur photographers ranging from boatswain's mates to operations specialists and included Navy officers and civilians.

Entries covered a variety of subjects including the eruption of Mount Pinatubo, Republic of the Philippines; informal portraits; and *Desert Storm* homecomings.

The contest was judged by Russ Egnor, director of the Navy's Office of Information News Photo Branch; Linda Cullen, photo editor of the U.S. Naval Institute's *Proceedings* magazine; and CDR Bertrum Wendell, chief of resources division, American Forces Information Service.

Certificates were awarded to First, Second and Third place winners as well as Honorable Mentions. The categories included Single-image Feature and Photo Story in both color and black and white, for both amateur and professional entrants.

The fourth annual *All Hands* Photo Contest will be announced in next month's issue. All hands are welcome to enter.

"Untitled"

First Place, Single-image Color Feature (Amateur). Photo by AT2 Byron C. Frenzel, Naval Air Station Whidbey Island, Wash.



"USS Iwo Jima at Sunset"

Second Place, Single-image Color Feature
(Amateur). Photo by OS2 Carl Anderson
Jr., Naval Reserve Center, Nashville, Tenn.





“Signalman”

Third Place, Single-image Color Feature (Amateur). Photo by OS2 Carl Anderson Jr., Naval Reserve Center, Nashville, Tenn.



“At the Ready”

Second Place, Single-image Color Feature (Professional). Photo by AN Chris Carrothers, USS Forrester (CV 59).



“Untitled”

Honorable Mention, Single-image Color Feature (Professional). Photo by PH2(AC) Mark S. Kettenhofen, Fleet Imaging Command Atlantic, Norfolk.

“Trio”

Third Place, Single-image Color Feature (Professional). Photo by PH3 Franklin P. Call Jr., Fleet Imaging Center Atlantic, Rota, Spain.





"Jaws"

First Place, Single-image Color Feature (Professional). Photo by Gary M. Comerford, Naval Investigative Service Command, Washington Navy Yard, Washington, D.C.

"Untitled"

Honorable Mention, Single-image Color Feature (Professional). Photo by PH2(AC) Mark Kettenhofen, Fleet Imaging Command Atlantic, Norfolk.



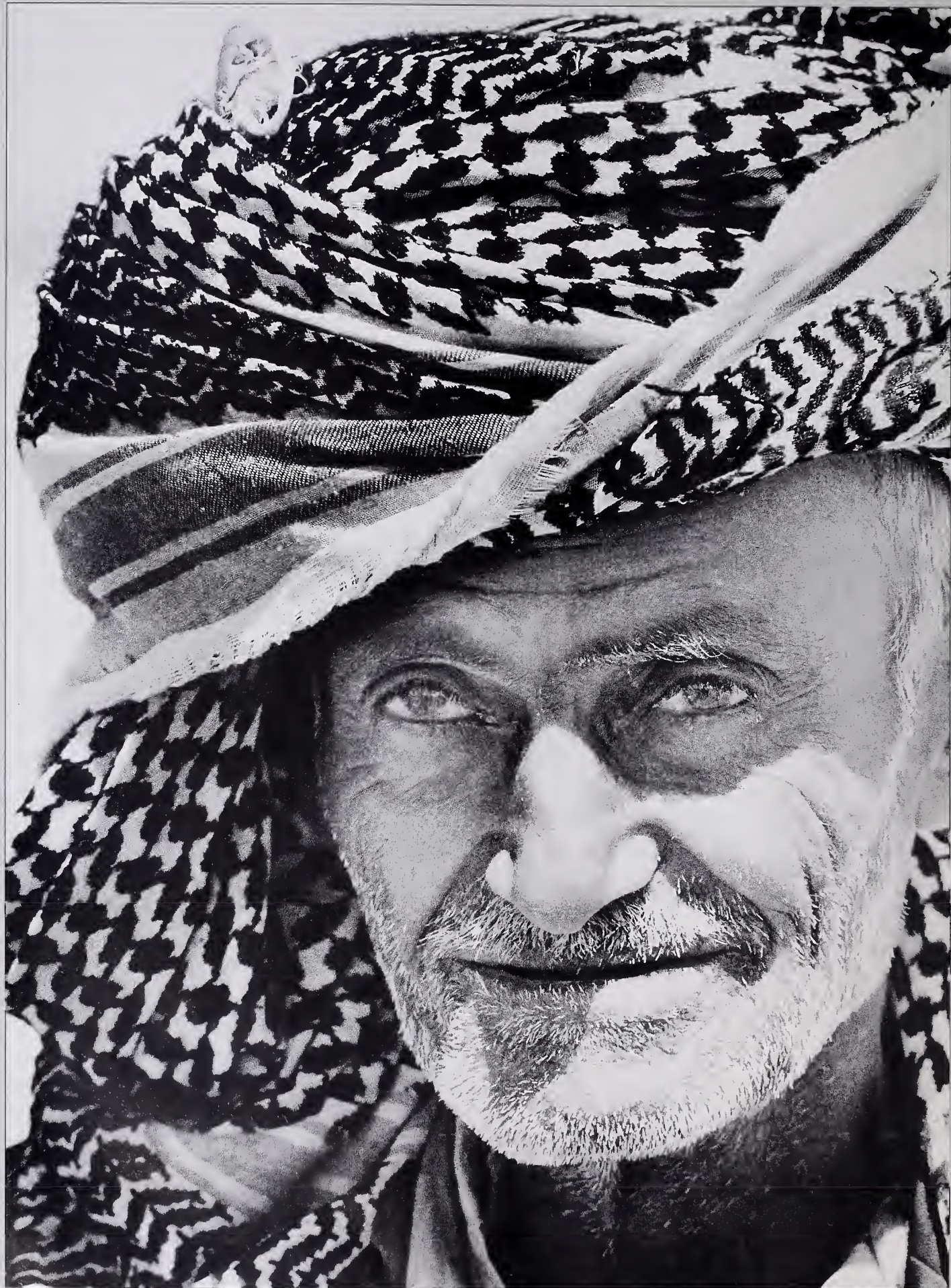


“Up on the Roof Top”

First Place, Color Photo Story. PH3
Charles Bell, Naval Imaging Center
Atlantic, Jacksonville, Fla.









“Untitled”

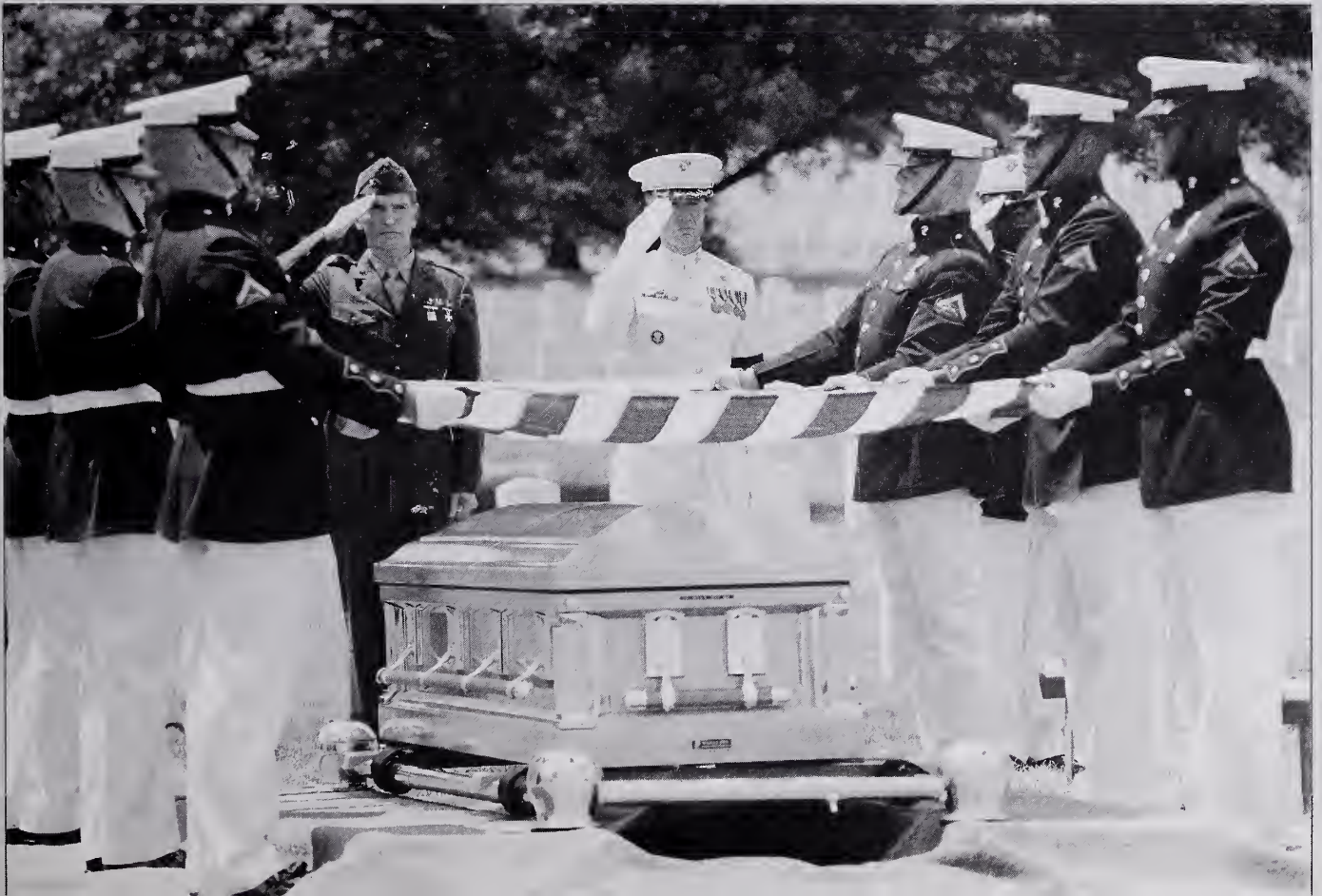
Opposite page: First Place, Black & White Single-image Feature. Photo by PH2(AC) Mark S. Kettenhofen, Fleet Imaging Command Atlantic, Norfolk.

“Rememberance”

Third Place, Black & White Single-image Feature. Photo by PH2 David R. Armer, Antarctic Development Squadron 6, McMurdo Station, Antarctica.

“Folding of the Colors”

Second Place, Black & White Single-image Feature. Photo by PHAN John Mark Shaw, Naval Imaging Command, Anacostia Naval Station, Washington, D.C.



“Working Dogs Lead Two Lives”

First Place, Black & White Photo Story. Photos by FC1 Douglas Cunningham, USS *Sierra* (AD 18).



Other winners not pictured:

Second Place, Color Photo Story. "Blowing Hot Air Over NAS Jax." Photos by PH3 Charles Bell, Fleet Imaging Center Atlantic, Jacksonville, Fla.

Third Place, Color Photo Story. "Homecoming." Photos by PH2(AC) Mark S. Kettenhofen, Fleet Imaging Command Atlantic, Norfolk.

Honorable Mention, Single-image Color (Professional). "Untitled." Photo by PH2(AC) Thomas E. Witham, Fleet Imaging Command Atlantic, Norfolk.

Honorable Mention, Black & White Photo Story. "Fiery Vigil." Photos by PH2 Tracy A. Hanes, Fleet Imaging Center Pacific, Republic of the Philippines.



War games

Simulator provides realistic combat environment

Story and photos by JO2 Jon Annis

Aboard USS *Texas* (CGN 39) the atmosphere of the cruiser's dim, amber-lit combat information center (CIC) is intense. In the ship's belly, beneath the windswept waves of the Persian Gulf, a strange new sonar contact has appeared near *Texas'* battle group formation. An SH-3 helicopter crew maintains voice communications while hopping through sand-speckled clouds to investigate, but is shot down. Now that an enemy aircraft has signaled its hostile intent with a missile, the battle group turns to engage.

Suddenly, the CIC's fluorescent lights come on. An instantaneous sigh of relief rises from the battle group's operations teams in their CIC mock-ups. "Stop the simulation," says an instructor in a blue smock. *Texas*, the only actual ship involved in the exercise, hasn't budged an inch. She is still tied to her pier in San Francisco 600 miles north of this CIC.

The teams in this imaginary exercise, *Texas* from her CIC and a half dozen others working from mock-ups in San Diego, have been participating in the Navy's newest video war game, courtesy of Modified Tactical Advanced Combat Direction and Electronic Warfare System (Mod TACDEW). After eight years of research and development, rigid acceptance testing and a \$55 million price tag, the prototype Mod TACDEW was recently dedicated at

Fleet Combat Training Center, Pacific (FCTCPac) in San Diego. More realistic than ever before, the new system represents the latest in

off-the-shelf technology.

Operations Specialist 3rd Class Christine M. Hambach has worked with both the old and new systems



DS2(SW) Timothy E. Brown places disks in the TACDEW computers to play and record the scenario and operate the system. TACDEW's system program is 1 million lines long.



since she was assigned to FCTCPac. She said Mod TACDEW allowed her to concentrate less on working against deficiencies in the system and more on the scenarios.

"The new system does a lot more for you," Hambach said. "It's better training all around. When I get to my first ship, even though it's an auxiliary, I'll know what really goes on."

FCTCPac's previous TACDEW was dedicated in 1969 and used computers to support anti-air warfare training. It could drive eight exercises with 300 active tracks updated every eight seconds. Over the years, the system had serious maintenance problems and couldn't keep up with evolving requirements.

Mod TACDEW uses powerful, commercially-produced computers that can simultaneously run 22 different exercises, display 2,000 active tracks of every type from 30,000 feet below sea level to 300,000 feet above and update those tracks every second. It also displays coastlines, chaff, clouds, sea state and winds at nine atmospheric levels.

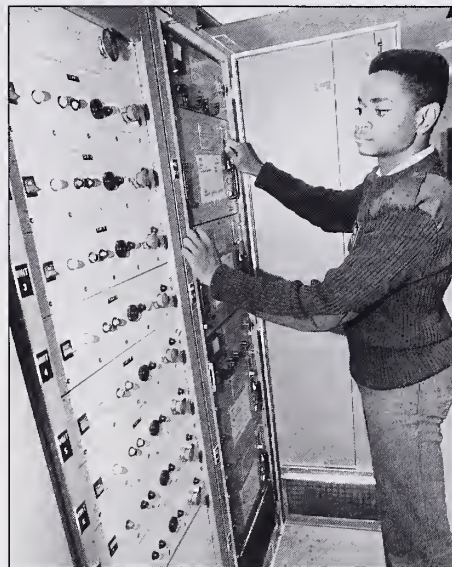
Three sub-systems make up Mod TACDEW. The Environmental Generation and Control System (EGCS) is its heart. EGCS holds the hardware and software that provide the scenarios, displays and controls the problems and performs all the processing. Another sub-system inter-

Above Left: OS3 Christine M. Hambach monitors bridge net communications at a problem control console. The touch-screen monitor uses easy-to-read symbology and roller-ball-operated crosshairs to display information. Above Right: DS2(SW) Timothy E. Brown and technician David Carlisle enter information into the TACDEW computers which fill this room. Using a common computer language (FORTRAN), programmers can enter information on site. Right: Brown resets TACDEW's computer system for an exercise. The system is really three large and 16 smaller processors with an on-line memory capacity of 200 home computers.

faces with EGCS and provides radar video to ships or CIC mock-ups participating in the exercise. Operating independently of EGCS, the third sub-system provides communication between operations teams and the exercise control hub, problem control and evaluation (PC&E).

Inside the PC&E center, instructors at 22 consoles with comprehensive, touch-screen, eight-color monitors watch the scenario's drama unfold. An instructor can scan the entire exercise region or zoom in on remote parts of it. At the end of the session they can play the tape back at fast speed for evaluation.

Tracks on the problem control consoles are automatically or randomly generated according to scenario, but some are controlled by human pilots and helmsmen at 32



target control consoles in PC&E. Trainees in the participating CICs receive information and give instructions to "friendly" target control operators. The "foes" might try to jam, engage or evade them.

On voice command from trainees, instructors at the problem control consoles can engage enemy contacts much like their ship's combat engagement centers would. The instructors simulate the launch or activation, and display the track and result of any weapon or countermeasure in the ship's loadout.

"Sometimes I'm bored, sitting



here hoping somebody will let me launch a missile," said OS2 John J. Hainline, who operates one of the problem control consoles. "But we start out slow with simple tracking exercises preparing [students] for the major exercises. We don't try to go out and kill all the CICs right away."

One of the benefits of the simulation is that if a CIC does make a mistake and is knocked out, it isn't taken out of play. There's no limit to what can be done. Ships can have an unlimited weapons loadout — in effect, allowing for inexpensive, electronic target practice. Future craft types can also be introduced.

On Hainline's console, contacts are coded by color and symbology, appearing bright, steady and easy to identify. But for each friendly ship displayed, there's a ship team with another picture. When in sensor range, contacts appear as blips on their radar scopes. There's virtually no difference to the real thing.

"It's very realistic," said CWO3 Duane A. Dehler, systems electronic readiness team officer. "What makes it especially unique is the environ-

mentals." According to Dehler, once the prototype system is fully integrated, the natural environment will influence how a battle or task group faces the challenges of the scenarios.

The EGCS environment is reproduced in a local area network using miles of land lines beneath the pull-up deck plates of FCTCPac's passageways to link on-site CIC mock-ups of various ship types. Currently, there are six mock-ups equipped with the Navy Tactical Data System, four conventional mock-ups and two air intercept/anti-submarine air control suites. Most combatant types are represented, and two mock-ups under construction will emulate *Nimitz*-class carriers, *Kidd*-class destroyers or *Virginia*-class cruisers like *Texas*.

As with *Texas*, ships can also participate in their own CIC. Fiber optic telephone lines can send TACDEW information to picers in the Long Beach, Calif., and San Francisco areas, and eventually Seattle. Ships receive video and communications through a radio link with the shelter.

OS2 John J. Hainline simulates engaging targets at a problem control console on voice orders from training combat information center teams. The console on the right is for controlling targets.

Rapid changes in naval warfare present not only new ship types, but new threats. As opposed to the older system, which required using a complex, outdated language, programmers can make changes or develop new scenarios on-site. Using the new software, they can place exercises in any environment using any mix of present or future craft.

The benefit to the fleet will be a system that goes beyond anti-air warfare to provide battle group training in a real-time, multi-threat environment. Short of going to sea, operations teams get an element of realism not found anywhere else.

Any discrepancies found in user-testing are expected to be ironed out before a new system goes on-line at Fleet Combat Training Center, Atlantic, later this year. □

Annis is assigned to NIRA Det. 5, San Diego.

On target



U.S. Navy Photo

SCORE one better for ASW victories

Story by LT David L. Meek

Anti-submarine warfare — the term evokes images of ever-vigilant sailors sweeping the seas with the latest in high-tech equipment, searching with grim determination for the ultimate stealth weapon. It's an amazingly complex business, and its importance to national security cannot be overstated.

The need for successful anti-submarine warfare (ASW) is even greater today against deadlier and more sophisticated submarines. That's why the U.S. Navy employs many ASW systems: helicopters (carrier-based and Light Airborne Multi-Purpose System — LAMPS); P-3 Orion turboprop aircraft; S-3 Viking

jets; various surface ships; and attack submarines for the same primary mission. Even with decreased tension between the Soviet Union and the United States, the "hunt" goes on since many countries have submarines, both nuclear and diesel powered.

How do you train for effective ASW? Each system requires specialized training and tactics, with each type of ASW weapon used in different ways — all affected by a host of weather conditions, such as sea state, strong winds and water temperature. That's just half of the problem.

The other half is evaluating the training programs to determine their

effectiveness and to develop operating plans for the various units. These two halves need to be united to work properly. Recognizing the need for an instrumented arena for conducting realistic ASW exercises, Pacific Fleet ASW forces developed the Southern California Offshore Range (SCORE). SCORE provides the crucial bonding of the two halves.

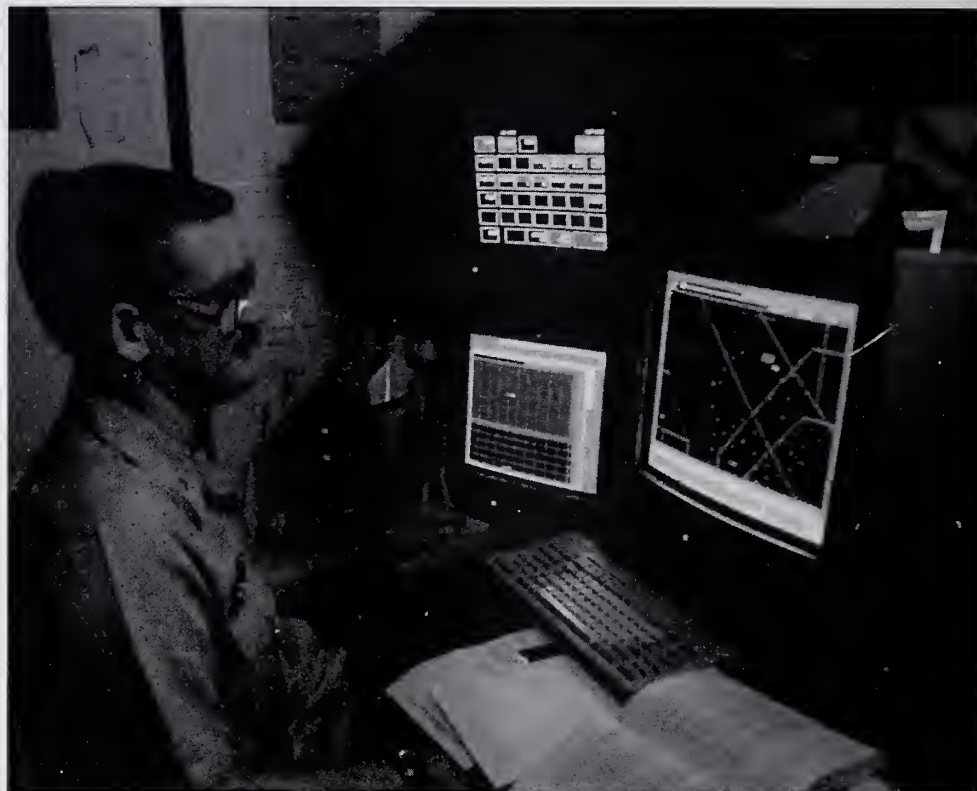
Located at Naval Air Station (NAS) North Island, Calif., the SCORE department of Fleet Area Control and Surveillance Facility (FACSFac) San Diego, consists of the ASW underwater tracking range and

USS David R. Ray (DD 971) launches an anti-submarine rocket (ASROC) MK-46 torpedo on the range.

Right: EWC Mark R. Satrom monitors the safety of an ASW operation in the SCORE range. Below: SCORE range operations manager Heidi Nevitt discusses mission details with an ASW aircrew.

the Range Electronic Warfare Simulator (REWS). Since operations began in August 1985, it has grown into the primary ASW practice range on the West Coast. Today's range represents only the beginning of an ongoing effort which will eventually become a much larger area, capable of supporting a full spectrum of ASW scenarios, including battle group ASW exercises.

SCORE answers the critical need for accurate data feedback on ASW sensors, fire control systems, weapons and overall performance of ASW platforms and equipment. Currently, the range facility provides an instrumented arena with specialized equipment to track and record the actions of naval air, surface, and underwater units. Personnel use the data to coordinate crews operating on the range and evaluate the performance of the ASW crews, systems and equipment. Educational debriefs show everyone just how well they did.



Chief Electronics Warfare Technician Mark R. Satrom is the assistant REWS program manager at San Clemente Island, Calif. REWS provides single and multi-unit electronic warfare (EW) and jamming training. Soon, it will also combine with other SCORE capabilities to provide multiple warfare area training at the battle group level. Satrom is also SCORE's first enlisted range safety watch officer (RSWO).

"Coming to SCORE and working in detail with ASW has given me a good look at another part of the Navy's big picture," Satrom said. "As an 'EW' on the ship, ASW always seemed like cutting holes in the ocean. Now I can appreciate what's going on. It's exciting to watch the hunter and the hunted try to outsmart each other. After 15 years of surface ships and detachments, working with the air community and qualifying as an RSWO, I'm really challenged. After all, learning about NATOPS (Naval Air Training and Operating Procedures Standardization) and safety of flight rules isn't a normal part of the EW community."

Heidi Nevitt, a civilian with a bachelor's degree in mechanical engineering from Gonzaga University, Spokane, Wash., is the range operations manager at SCORE. Three civilian program managers assist her in planning and coordinating all air, surface and subsurface ASW operations. This responsibility means daily liaison with military personnel to achieve ASW training objectives on the range.

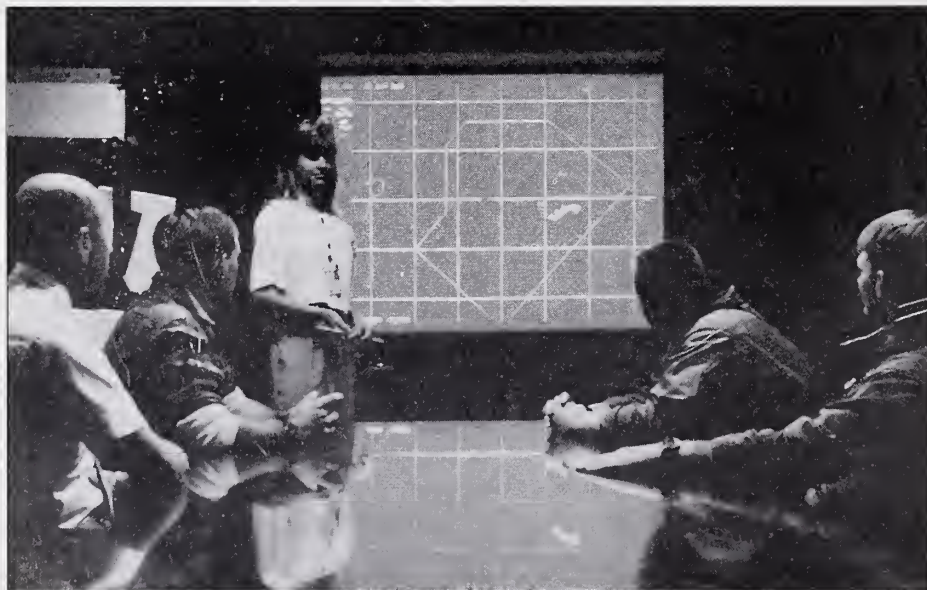


Photo by Pht Richard J. Ohez



Photo by PH-1 Richard J. Onez

An SH-3 Sea King helo from HC 1 takes off from San Clemente Island with a MK-27 mobile target bound for SCORE.

phones," located on the ocean floor, track the movements of submarines, targets and torpedoes. These hydrophones pick up signals from underwater transmitting "pingers" attached to the units. Surface and air units fitted with transmitting "pods" send tracking signals to the Extended Area Test System (EATS) at NAS Point Mugu, Calif. The underwater and EATS information is then combined and displayed as tracks at the Range Operations Center (ROC) at NAS North Island. Unlike other Navy ranges, however, SCORE cannot track units without special transmitters since it does not use precision radar or optical systems for tracking.

Range equipment can simultaneously track many specially equipped air, surface and underwater units. Aircraft, surface ships and submarines can practice ASW against either real subs or MK-27 mobile targets that simulate real submarines.

During these exercises, the ROC monitors operations via UHF radio circuits and an underwater telephone. The ROC is the nerve center for SCORE operations, where all range events are planned, coordinated, controlled, evaluated and debriefed.

Several support activities are necessary for successful range operations. Naval Undersea Weapons Engineering Station supplies the MK-27 mobile targets, which are launched and recovered on the range by Helicopter Support Squadron 1. The SCORE facility building is on San Clemente Island, with its surface search radar; and the cable termination van for linking hydrophone data and underwater telephone cables to microwave commu-

"Beginning with the first quarter of FY92," said Nevitt, "our operations have utilized the new Phase 2 upgrades and operating areas. This gives SCORE 670 square miles of air, surface and subsurface tracking, tripling the size of the original range. Now we can support a greater number of units, a broader range of simultaneous warfare scenarios and entire battle group events. In addition, we provide Navy crews with

constructive feedback on these exercises.

"We're seeing a dramatic increase in feedback quality which should reduce the overall time spent on training since the crews will get more out of it."

The ASW range is a section of airspace and ocean located west of San Clemente Island, just off the coast of San Diego. Specialized underwater receivers, or "hydro-

Phoenix (TWR 771) crew members attach retrieval gear to a torpedo.

nications/data towers; an emergency power van; and the torpedo and target staging areas.

Submarine Base San Diego port services and the Naval Ocean Systems Center provide San Clemente Island support, specialized ships — torpedo weapons retrievers (TWRs) and torpedo retriever boats — and crews to recover weapons and an occasional target.

"I believe in developing my enlisted personnel," says LCDR Kenneth R. Bassett, port services officer. "These young people are the finest I've ever worked with."

One of those young people is Quartermaster 1st Class Tim Marksberry. He's been with port services for more than three years and is craftmaster of the 102-foot *Phoenix* (TWR 771). His ship can hold up to 13 MK-48 submarine-launched torpedoes or 26 MK-46 aircraft- and ship-launched torpedoes, and it can retrieve them day or night.

"I'm just like a commanding officer for this boat," Marksberry said with obvious pride. "I'm responsible for anything and everything pertaining to her — equipment, overhauls, the crew, their evals and training — you name it. Our mission is to go out on the range and do open ocean recovery of expended MK-48s, MK-46s and submarine targets."

To accomplish this task, these boats are supposed to have a crew of 15. When dealing with such a small number of personnel, each crew member shoulders a large part of the overall responsibility, and any drop in that number greatly adds to that responsibility. Because of personnel transfers, leave and sickcall, the number sometimes drops to 11.

"Right now we have a torpedo-man, four enginemen, two electricians and three deckhands," Marksberry noted. "Bringing a tor-



Photo by PH2 Michael Rodriguez

pedo on board is an all-hands evolution. I drive the boat and watch over safety while the rest of the crew gets the 'torp.' Because of the TWR's size, a much more maneuverable rubber *Zodiac* craft is used to get in close to the torp. The boat crew puts a cage over the torp's nose, hooks up the cage to retrieval gear and we winch it onto the boat."

Safety is always Marksberry's main concern. "Being top-heavy and somewhat small for working in the open ocean, the boat really pitches and rolls if the sea state picks up," he said. "A 2,300-pound torpedo can easily crush an arm or leg if it breaks loose and rolls around on the deck. So I watch over everybody, and we all watch over each other."

"I really enjoy the camaraderie of such a small crew and the challenges and responsibilities of being a craftmaster. You need a really good crew that works as a team because a lot of people rely on us. If we can't retrieve the torps because of weather or sea state, that throws off the training schedules and certifications of the subs, ships and aircraft. I've got a great crew and we do our best to serve the fleet."

Between August 1985 and August 1991, SCORE and its supporting partners conducted 2,493 MK-46 and MK-48 torpedo shots. In addition, SCORE has hosted coordinated exer-

cises for U.S. forces with Canadian, Japanese, and Brazilian ASW forces. In January 1990, SCORE was the arena for the Navy's largest ever all-reserve, air-only, ASW-coordinated exercise, called *Pro Bowl '90-1*. This three-day event simulated an ASW and EW multi-threat situation involving Anti-submarine Squadron (VS) 0294 (using S-3 *Viking* aircraft from VS 29 and VS 41); Helicopter Antisubmarine Squadron (Light) (HSL) 84 (with LAMPS MK1 SH-2 *Sea Sprite* helos); Helicopter Anti-submarine Squadron (HS) 85 (with SH-3 *Sea King* helicopters); HS 0246 (using SH-60F *Seahawk* helicopters from HS 10); and the Patrol Squadron (VP) Master Augment Unit (equipped with P-3 *Orion* aircraft). Fleet Electronic Warfare Support Group provided simulated radar threat emitters, and the REWS provided electronic jamming simulation and radar break-lock training.

SCORE and the facilities which support it provide "readiness through training" and are clearly an important part of what makes U.S. Navy ASW the best in the world. It's the cement that bonds ASW forces together in their perpetual drive for advantage over the ever-present, submerged ocean prowlers.

Meek is assigned to Fleet Area Control and Surveillance Facility, NAS North Island, San Diego.

View from the top

If it doesn't make sense, why not fix it?

Story by Master Chief Petty Officer of the Navy AVCM(AW) Duane R. Bushey

In my travels I still see things that just don't make sense, or show a real lack of consideration or quality care for our sailors. My favorite question to ask after being told what local command, Navy or DoD regulations are, is: "Do they make sense to you?"

Most often the answer is, "No!" To this I respond, "You work with this every day. Do you see or know of a better way of doing it?" Sailors delight in explaining how, if they were in charge, the process would be changed. Usually, what I hear is not too technical, their ideas sound logical and "do-able."

This leads to the next obvious question, "Whom have you told about your idea of making your job easier?" The smile generally leaves their face at this point. Some even show reluctance to answer my question — fear of talking to someone outside their chain of command sets in. Eventually I manage to pull an answer out of them.

Most of you reading this already know the answers. Some say they told their immediate supervisor, chief or division officer, and received a variety of responses. Some were reprimanded for "thinking," while others were told, "It's impossible," even before the possibility was explored. Some got no response at all.

Let me give you an example. It's not a big issue, but quality begins with the little ones.

I'm visiting a command and go to check-in at the bachelor enlisted quarters (BEQ). It's a modern one and has a very pleasant central billeting office, in a convenient location, with a new computer system. The desk clerk obviously knew what he was doing.

I believe our transient billeting should be much like a civilian motel: comfortable, with courteous employees and easy check-in and check-out procedures. This is where my "fun" begins.

The clerk said to me, "Master chief, welcome aboard." He then asked, "Do you have a reservation?" while thumbing through a stack of messages and memos trying to find it. In the mean time, I'm filling out the standard BEQ card: name, social security number, etc., three times. Of course, he already had this on my reservation and the required three copies of my orders.

Fifteen minutes later, after signing two log books, a special register and two other files, he called my name

up on the computer, which, of course, had all of the information I just gave him.

By this time, there were a dozen other sailors waiting, so I moved on smartly. I returned 10 minutes later — the key I was given didn't open my room — and the clerk was still working on the sailor in line behind me. Three days later, when it was time to depart, I thought it wise to allow 30 minutes for check out.

If you've stayed with me so far, your guess is right — it was worse than before. I paid by check. The clerk stamped the bill paid, hand wrote me a receipt in a special book, gave me a copy and entered the check number in yet another log book, then proceeded to move cards from one file to another. When he completed this ritual, he entered the same information in a computer for which the Navy paid a lot of money.

"Some told me they were reprimanded for 'thinking' while others were told, 'It's impossible,' even before the possibility was explored."

I started asking questions. "Do all of the things you did to check me out make sense to you?" He definitively said, "Absolutely not. . . . Master Chief, I could have done everything on this computer, including giving you a receipt. It would eliminate several steps and save you and me a lot of time."

Naturally, I asked if he knew how to use the computer. "Oh yes, MCPON, they've sent me to school to learn how to use it." After asking why he didn't use what he had learned, he said, "Our senior chief won't let us. He's put in a special code that locks us out of the useful portion of the computer." My interest was piqued now, so I asked how he would do it. A smile came across his face — I knew instantly he had a better way.

This sad tale gets worse. The command had just completed a BEQ inspection, receiving an excellent. I found out who conducted the inspection and gave the petty officer a call. He told me, "I wanted to give them an unsat, and should have. I told them so in my out chop, but they meet to a 'T' the inspection checklist we use."

My next question was, as you can probably guess, "Does that make sense to you?" I could tell by the sound of his voice that he had a smile on his face. "Of course it doesn't, Master Chief. Let me tell you how I'd do it. . . ."

Two last questions: If hotels, motels and other services' BEQs can check you in and out in five minutes, why can't we? I bet we could if someone would listen to their people. Do we need TQL? □

Bearings

Seabees stay sharp through homeport on-the-job training

How do Seabees keep their building skills finely honed, increase their construction knowledge and improve community relations while in their homeport? "They work at it through a program called on-the-job training (OJT)," said Senior Chief Utilitiesman Michael J. Hanko, in charge of 20th Naval Construction Regiment operations department at Construction Battalion Center (CBC) Gulfport, Miss.

OJT projects are as much a part of any naval mobile construction battalion's (NMCB) homeport training cycle as military training or attending schools. However, the projects must meet certain criteria before an NMCB provides a work force.

"Homeport projects attempt to duplicate, to the best extent possible, the problems a battalion could experience on its next deployment," Hanko said. "They also provide opportunities to train and test new supervisors, crews and workers; use, develop and test NMCB operations and company organizations; add to

journeyman skills in common construction areas; provide productive work for those that would otherwise be underemployed; and hopefully, the construction, repair and/or maintenance will provide a sense of well-being between the working battalions and the communities where the work is performed."

CBC's public works, tenant commands and off-base organizations originate most project requests, with approval based upon whether they provide good "hands-on" training, are within naval construction force capabilities, and are small enough to be completed during an NMCB's limited homeport stay. Most jobs are now limited to 500 or 600 man-days per project.

During the last fiscal year, CBC Gulfport's four homeported battalions (NMCBs 1, 7, 74 and 133) worked 3,100 man-days in projects totaling more than \$500,000 in material costs. ■

Story and photos by Michael L. Crump, CBC Gulfport, Miss.



Left: NMCB 74 Seabees erect framework as part of OJT for a new VFW pavilion. Top: Seabees stretch wire screening on a pavilion built from the ground up for the South Mississippi Retardation Center. Above: Another dirt pile is transformed into a sidewalk aboard CBC Gulfport.

Bearings

Two-wheeled patrols protect Navy's Jackson Park Housing

The Kitsap County Navy Shore Patrol in Bremerton, Wash., added a new dimension to security at Puget Sound Naval Shipyard's Jackson Park housing area — mountain bike patrols. Passersby stare as two shore patrolmen pedal past. Children cautiously approach and parents applaud the patrolmen's presence.

Mountain bikes have been in use by a number of police departments across the country for some time. However, this is the first known Navy use. The bikes provide access to wooded, secluded areas and thread-like trails that make up the three-mile route through the housing community of 3,000 people.

Patrolmen say they feel like an "extra eye" in the neighborhood, ensuring youngsters stay out of trouble, locating lost children or just projecting a positive, involved image within the small community.

Like any small city, Jackson Park has experienced incidents of vandalism, domestic violence and other crimes. Shore patrolmen carry nightsticks and radios with them, serving as an extension of Jackson Park's security police. They also maintain communication with the Bremerton and Puget Sound police departments. They are easily recognized in the community in their blue jump-



suits with "SHORE PATROL" emblazoned in gold letters across their backs. The uniforms include helmets and other equipment which reinforces the value of safety gear.

"They're great role models, especially for kids who don't have dads around," said Kim Marcum, principal of Jackson Park Elementary School. "Kids know there's someone they can go to for help."

Lakisha Johnson, a third-grader at Jackson Park Elementary, summed it up when she said, "I feel safer when they're around."

Mountain bike shore patrolmen EM1 Robert Graves (left) and ABE3 Jeff Garman talk to Jackson Park Elementary School students while making their appointed rounds.

And what do parents say about all this? A Jackson Park parent and PTA member, Tina Unpingco, said, "They're really visible, and they cover a lot of ground. Also, kids would rather go up to [someone on] a bike than in a car. Bikes are more familiar to them." ■

Story by Troy Martin, Puget Sound Naval Shipyard. Photo by Don Bundy.

Avenger flies "Homeward Bound Pennant" on return from Gulf

As USS *Avenger* (MCM 1) made the 10,000-mile transit to her homeport in Charleston, S.C., following an 11-month deployment for Operations *Desert Shield/Storm*, she became one of the few ships to earn the right to fly an uncommon 60-foot Homeward Bound Pennant.

Tradition dictates that ships on duty outside the United States for more than 270 days may fly the

pennant during their transit home. The pennant is one-foot in length for each crewmember, with a star centered in a blue field for the first nine months away, and another for each additional six months, followed by a red and white stripe.

Although *Avenger's* pennant was 60 feet long, signifying 75 percent of her crew completed the cruise, only 40 segments were distributed during

a special ceremony to the officers and sailors still part of ship's company. The blue field with one star was presented to then-commanding officer CDR James D. Cope, with the remaining segments framed and captioned with name, rank and deployment start and end dates, engraved on brass placards. ■

Story by LT Randall V. Doane, public affairs officer, USS Avenger (MCM 1).

Bearings

Dramatic rescue operation succeeds with team effort

What began as a day of routine tests for two Chesapeake Bay Detachment (CBD) boats last fall, ended in a heroic display of fast thinking and courage by several employees of the Naval Research Laboratory (NRL), Washington, D.C.

As small craft operator William Drury and technical information division photographers Chris Morrow and Michael Savell entered the Fishing Creek Channel at Chesapeake Beach, Md., aboard a 36-foot research craft, they witnessed a 20-foot outboard fishing vessel explode into flames shortly after refueling. Drury radioed the test control facility at CBD to alert the fire department of what happened and then requested assistance from another CBD boat operated by John Meister.

"It happened so fast, it's hard to explain," said Meister. "If help was not there immediately, the results could have been far worse."

Navy divers from the Naval Surface Warfare Center, Dahlgren, Va., LT George A. Koban and Senior Chief Machinist's Mate Charles W. Wentzel, were helping Meister dock his 22-foot Boston Whaler when the call came in from Drury. Koban, Wentzel and NRL contractor Joel Kunze, hopped on Meister's boat and headed to the accident scene to lend rescue assistance. Upon hearing that someone was seen diving off the burning boat, Koban dove in the water, found the victim and helped pull him to safety.

Koban administered CPR until the local rescue squad arrived. "Giving CPR in a true life or death situation is physically and emotionally exhausting," related Koban. "Saving a human life is your main concern, and it requires every bit of energy, concentration and past training one has to offer." Despite Koban's efforts



and the efforts of others, the victim did not survive. It was later reported he suffered a heart attack.

Meanwhile, the burning boat was blown against the dock, where civilians were unsuccessfully trying to push it away against a 15-knot wind. Drury maneuvered his boat into position to grapple the blazing craft. Through the combined efforts of Morrow and Savell they were able to grab a rail using a boat hook. Braving intense, searing heat, Morrow held fast as Drury pulled the boat to the other side of the channel.

"When we saw the burning vessel making its way toward other vessels and rescue personnel, there wasn't much time to think about the consequences," Drury said. "Using our vessel and personnel to pull the burning vessel from endangering others was the only alternative."

After the flames were extinguished, Drury, Meister and Kunze deployed containment booms around the burned out boat to prevent fuel and oil from contaminating

From the bow of the NRL 36-foot research craft, photographer Chris Morrow fights the heat to help pull a burning boat away from other small craft in the harbor.

surrounding waters. CBD firefighters dropped absorbent pads to soak up surface contaminants, remaining on scene until relieved by the Environmental Response Unit of the Maryland Department of Natural Resources.

CBD's officer in charge, LCDR B.K. Jones, commended all involved for their quick-witted action in response to this tragic accident. "We had CBD boat operators and firefighters, NRL photographers, explosive ordnance disposal divers and a contractor thrown together to deal with the problem. It really demonstrated the ability of people to respond to a crisis and work together to make the best of it." ■

Story by Maria Lloyd, Naval Research Laboratory, Washington, D.C. Photo by Michael Savell.

Loss of a legacy

A pioneer of today's high-tech Navy passes

Story by ENS Barbara Burfeind

The "mother" of Navy computerized data automation, retired RADM Grace Murray Hopper, died Jan. 1 at the age of 85, ending a chapter in history that transformed a Navy buried in paperwork into the computer age.

Hopper, also known as "Amazing Grace," retired as the Navy's oldest active-duty military officer in August 1986. Her active-duty and Naval Reserve career spanned 43 years. Following retirement and up until her death Hopper was a senior consultant for Digital Equipment Corporation. Hopper recorded successful careers in academia, business and the Navy, while making computer history.

In September 1991 Hopper was one of 18 recipients of the 1991 National Medal of Technology, presented by President George Bush. She was the first woman to receive America's highest technology award, recognizing her as a computer pioneer who spent a half century keeping America on the leading edge.

President Bush noted how Hopper pioneered the revolution that put personal computers on the desks of millions of Americans and "opened the door to a significantly larger universe of users."



Photo by PH1 Michael Flynn

Hopper was known for her "combative personality and unorthodox approach." She is often paralleled with ADM Hyman Rickover, considered the "father" of the modern nuclear Navy.

"She was a visionary in every sense of the word, and her contributions to the Navy cannot be replicated," Chief of Naval Operations ADM Frank B. Kelso II said to reporters following Hopper's death. "Our Navy and our nation have lost an innovator, a teacher, a patriot and a friend. At the same time we grieve over her death, we remain grateful for the depth of her vision, her commitment to excellence and her endless energy."

During her lifetime, Hopper professed a great love of the Navy, equaled only by her commitment to youth and education. After receiving a doctorate in Mathematics from Yale, Hopper began her professional life as a math teacher at Vassar College, her alma mater, where she ultimately became an associate professor. Later she worked as a top scientist at Sperry Corporation and ultimately with Digital Equipment Corp.

But her employer of choice was always the Navy, which she joined in 1943 at the height of World War II. Assigned as a lieutenant to the Bureau of Ordnance Computation Project at Harvard University, Hopper was thrust into the world of computing as a programmer on the first large-scale digital computer, the Mark I. Mustered out in 1946, Hopper continued to work on Mark II and III Navy computers and stayed on as a Naval Reservist.

In 1949, she also worked as a senior mathematician at Eckert-Mauchly Computer Corporation in Philadelphia and helped program the UNIVAC I, the first commercial large-scale electronic computer.

Although retired from the Naval Reserve in 1966, within a year Hopper was recalled to full-time active duty and steadily advanced to flag rank. Her permanent retirement took place in a 1986 ceremony aboard the service's oldest commissioned warship, USS *Constitution*.

In addition to her lifelong historic achievements, Hopper's investment in developing America's youth will ensure her legacy lives on.

"If you ask me what accomplishment I'm most proud of," she noted during her September acceptance speech of the Medal of Technology, "the answer would be all of the young people I've trained over the years; that's more important than writing the first compiler." □

Burfeind is editor, Navy News Service.

Mail Buoy

Smoke freely

In the article "The smoking lamp dims," in the October issue of *All Hands*, you stated that USS *Arleigh Burke* (DDG 51) was designated a smoke-free ship in April. This statement is true. What you fail to point out is that the no-smoking policy was cancelled about a month later and you are now allowed to smoke in the port break and on the fantail of the ship.

I was assigned to the ship in February 1990 and was ecstatic over the no-smoking policy since I don't smoke. Even though they gave smoking cessation classes to the smokers before we got underway, I would still venture to say one-third to one-half of the crew still smokes and has no intention of quitting. It would have been nice if the ship had remained smoke-free and thus started a trend for future ships to follow.

FC2 Keith A. Bloom
USS *Arleigh Burke* (DDG 51)

Safety first

The safety and well-being of all sailors is of utmost importance to the Navy. Each year millions of dollars are spent on safety and related programs. But sailors are still being injured due to carelessness and not adhering to proper safety precautions set by the Navy. The sad thing is that many of the injuries were preventable and never should have happened.

Before any job or evolution is started, OpNavInst 5100.19B, the Navy Occupational Health and Safety Program for Forces Afloat, should be consulted for the proper safety precautions so they will be known and adhered to.

As I was reading an article in the August edition of *All Hands* magazine, titled "Painting a new picture," I noticed several safety discrepancies in the accompanying pictures. One was of a seaman grinding rust off a capstan with no hearing protection, no respirator and the wrong type of eye protection. In the second photo, another seaman was priming a hatch inside a closed space without a respirator.

It's the little things like these that are injuring our fellow shipmates and costing the Navy millions of dollars each year. Assigned to the occupational safety office on board USS *Orion* (AS 18), it's my job to find safety discrepancies like these and stop the job or evolution until

all proper safety precautions are met.

It doesn't take a safety petty officer to stop a hazardous job or evolution; anybody from an E-1 to an O-6 can stop a hazardous job. We all must start taking a more active role in the safety and well-being of our fellow shipmates and keep safety fresh in the minds of everyone.

FN Travis D. Garret
USS *Orion* (AS 18)

Lost in the fury

Forgotten again. I'm referring to the article "Mother Nature's Fury" (the eruption of Mount Pinatubo and the evacuation of Clark Air Base in the Philippines) that appeared in the October issue of *All Hands*. I thought at long last the efforts of the volunteers and military personnel here in our 50th state would be recognized. Unfortunately, this was not the case. I would now like to set the record straight.

The planes carrying the thousands of evacuees did not suddenly and magically appear at McCord or Travis Air Force Bases. Hawaii was the first "state-side" stop on the evacuees' journey to the mainland — their first stop in what many referred to as the "Good old USA" and "home."

The "aloha spirit" Hawaii is so well known for was truly shown to those fleeing the fury of Mount Pinatubo. From the first planeload of evacuees to the last, volunteers, including ombudsman from MidPac, SubPac and one from the Coast Guard, off-duty military personnel, retirees, various wives, church and school groups were on hand to meet the immediate needs of these evacuees.

Working alongside the volunteers and working untold numbers of hours were the wonderful Air Force personnel and the staff from Hickam's Family Support Center.

Volunteers worked not only at the MAC terminal but at the International Airport, as well. Deplaning in Hawaii, the evacuees were required to go through customs, immigration and airport security before they could enter lounge areas. There was always a volunteer ready to offer assistance, medical care, child care and, quite often, an AT&T calling card.

I write to you as one of the ombudsmen who worked around-the-clock several times with my 17 year-old son and many others by my side. I know firsthand the "Aloha" that was extended by

so few to so many.

Arlene L. Simmons, Ombudsman
Naval Ocean Processing Facility
Ewa Beach, Hawaii

Which Lex was it?

On Page 18, second paragraph in the article titled "Ships models," [October 1991] there is a mistake.

The USS *Lexington* referred to here is the CV-2. She was built at the Fore River shipyard, Quincy, Mass., (launched 1925). AVT-16, the present *Lexington*, was launched in 1942 as CV-16. In October 1962, she was redesignated as CVS-16, and later as AVT 16. She was also built in the Fore River shipyard.

LCDR Edward H. Scheye
Pensacola, Fla.

Reunions

• **USS Reuben James (DE 153)** — April 29-May 2, Annapolis, Md. Contact John B. Lampe, 121 Lucas Drive, Bordentown, N.J. 08505; (609) 298-7293.

• **USS Rockbridge (APA 228)** — April 30-May 3, Newport, R.I. Contact Ray Dillon, Route 10, Box 80, Salisbury, Md. 21801; (301) 742-2641.

• **USS Lexington (CV 2)** — May 6-9, Salt Lake City, Utah. Contact Walt Kastner, 466 Ivy Glen Drive, Mira Loma, Calif. 91752; (714) 681-1101.

• **USS Franklin D. Roosevelt (CV 42)** — May 7-10, Charleston, S.C. Contact Robert McCauley, 1987 Bucknell St., Chula Vista, Calif. 92013; toll-free (800) 437-0869.

• **USS Farragut (DD 348)** — May 14-16, Baton Rouge, La. Contact John D. House, 2995 Mahaffey, Paris, Texas 75460.

• **USS Van Valkenburgh (DD 656)** — May 7-10, Myrtle Beach, S.C. Contact Charles J. Brewer, 7 Francis St., Newport, R.I. 02840; (401) 847-0342.

• **USS Alhena (AK 26)** — May 14-17, Norfolk. Contact Fred Hockert, 8233 Tabor Court, Norfolk, Va. 23518; (804) 588-5863.

• **USS Pledge (AM 277/MSO 492)** — May or June 1992, Seattle. Contact Executive Officer, USS *Pledge* (MSO 492), FPO Seattle 98799-1918; (206) 325-1635.

• **USS Augusta (CA 31)** — June 2-6, San Mateo, Calif. Contact E.L. Dixon, 1075-275 Space Park Way, Mount View, Calif. 94043-1412; (415) 968-5172.



Commander in Chief of the Soviet Navy/Deputy Minister of Defense, Fleet Admiral Vladimir Nikolayevich Chernavin, salutes Chief of Naval Operations ADM Frank B. Kelso II after presentation of a CNO ball cap during a November 1991 visit to Washington, D.C. Photo by Jill Ponto.



Photo Contest winners ● Page 24

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A mother and child seeking refuge debark U.S. Coast Guard Cutter Courageous at Naval Base Guantanamo Bay, Cuba, after fleeing their Haitian homeland. More than 10,000 Haitians were relocated by Coast Guard, Navy, Marine Corps and Army personnel during "Operation Gitmo." Photo by PH1 Timothy G. Wood.

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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 900) is published
 monthly by Navy Internal Relations
 Activity: 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007. Second-
 class postage paid at Alexandria, VA
 22314, and additional mailing offices.

Subscriptions: Superintendent of Docu-
 ments, U.S. Government Printing Of-
 fice, Washington, DC 20402. Price:
 \$17, U.S./FPO; \$21.25, foreign. Make
 checks/money orders payable to:
 "Superintendent of Documents, GPO."

Postmaster: Send address changes to
All Hands, 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007.

Editorial Offices: Send submissions
 and other correspondence to: NIRA,
 Print Media, Attn: Editor, 601 N. Fairfax
 St., Suite 230, Alexandria, VA 22314-
 2007. Phone (703) 274-6208 (AV 284-
 4455) for editorial; (703) 274-5953 (AV
 284-4315) for distribution.

Message: NAVINRELACT WASHING-
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Authorization: The Secretary of the
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 ment of the Navy. Funds for printing
 this publication have been approved
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 Policy Committee.

NIRA also publishes *Captain's Call Kit*,
Navy Editor Service, *Navy Family Life-*
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ALL HANDS

MAGAZINE OF THE U.S. NAVY
MARCH 1992 — NUMBER 900
69TH YEAR OF PUBLICATION

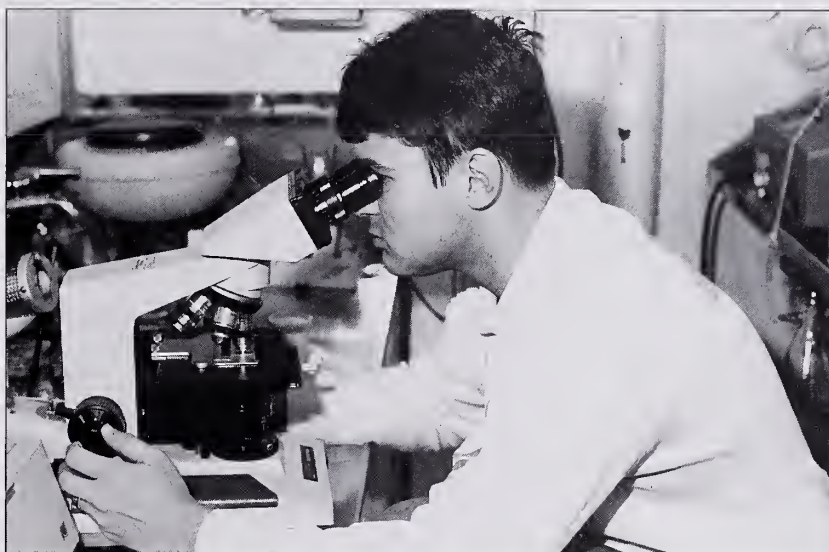


Photo by JO1 Robert F. Pailthorpe

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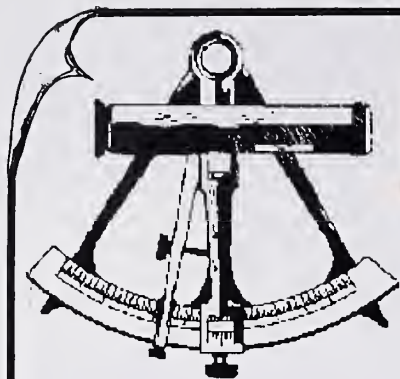
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 Going that extra 300 feet

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Front Cover: Dr. Gerard Wellington (left) of the Jason Project, is helped into a diving helmet by Godfrey Merlen. Wellington used the clear helmet while diving off the Galapagos Islands as part of the on-site television broadcasts sent via satellite to Jason Project students in North America. Photo by PH1(AW) Joseph Dorey. See story Page 26.

Back Cover: The varied wildlife of the Galapagos Islands includes: (clockwise from top) a blue-footed boobie, a saddleback tortoise, land iguana with sea lion and the Galapagos penguin. Photos by PH1(AW) Joseph Dorey. See story Page 18.

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From the charthouse

Voting guide now available

The 1992-93 Voting Assistance Guide, containing state-by-state voting procedures and other information necessary to coordinate a successful absentee voting program, is available to all Voting Assistance Officers (VAOs). Navy and Marine Corps VAOs are automatically supplied the guide through standard Navy distribution. The State Department will send a copy of the guide to all VAOs at embassies and consulates.

VAOs who have not received the guide should contact their Voting Action Officer at the number listed below.

Department of the Navy: Thelma Jones at (703) 697-6621, (AV) 227-6621. Marine Corps: Capt. Patrick Muir at (703) 693-7885, (AV) 226-2063.

Gulf War vets offered tax help

The Internal Revenue Service (IRS) published a booklet in February 1991

called "Tax Information for Those Affected by Operation *Desert Storm*" (IRS Publication 945). This publica-

tion outlines subjects such as combat pay exclusion, filing extensions and decedents. Copies of the booklet are still available by calling the IRS toll-free at (800) 829-3676, or by writing to: IRS Form Distribution Center, P.O. Box 25866, Richmond, Va. 23260.

In addition, veterans having questions regarding the war-related tax break can call toll-free (800) 829-1040.

Guidance issued for unused tickets

When Pan American airlines closed its doors Dec. 4, 1991, a few DoD travelers were affected, according to the Military Traffic Management Command (MTMC), Passenger Traffic Division.

If you are holding unused Pan Am tickets, MTMC advises you to follow these procedures:

- Tickets purchased from commercial travel offices (CTOs) [e.g. Scheduled Airline Travel Office

(SATO)] should be returned to the CTO for a refund.

- If a ticket was purchased directly from Pan Am, a refund attempt should be made directly with Pan Am.

- If a ticket was purchased through an individual's government Diners Club card, any unused tickets should be sent, via registered mail, return receipt requested, to: Citicorp Diners Club, Inc., P.O. Box 10824, Chantilly, Va. 22021-0824. A credit will normally be made to the account within 45 days.

- If a ticket was paid for by a government transportation request, unused tickets should be returned to the issuing transportation office.

Overseas SATOs operated by Pan Am implemented contingency plans whereby airlines stepped in to ensure the change in operations would be as smooth as possible.

MTMC continues to monitor the situation to ensure that interruption to customer service is minimal.



Publication notes joint warfare history

"Joint warfare is team warfare," according to a new publication titled "Joint Warfare of the U.S. Armed Forces." Also called "Joint Pub 1," the book is an initiative by Army General Colin L. Powell, Chairman of the Joint Chiefs of Staff, to explain how our forces operate and fight jointly.


The 80-page book illustrates historic examples of how teamwork wins wars. It is being sent to officers O-4 and above and to senior enlisted men and women to communicate the joint warfighting focus of the future. Copies of "Joint Pub 1" can be obtained from: Navy Publications and Forms Center, 5801 Tabor Ave., Philadelphia, Pa. 19120-5000.

Microfiche review key to moving up

The master service records of all sailors — both active and inactive duty — are maintained on microfiche at the Bureau of Naval Personnel (BuPers), Washington, D.C. The microfiche is used for selection boards and casualty response, and should be reviewed at least annually to verify its accuracy.

Microfiche review is especially important when preparing for selec-





tion boards. For example, first class petty officers who are eligible for selection to chief petty officer should be inspecting their microfiche records now to prepare for the E-7 selection board which convenes in June, and lieutenants who are eligible for lieutenant commander should also be reviewing microfiche copies now, to prepare for the O-4 line selection board which convenes in May.

To review your microfiche record, visit the records review room in the Navy Annex (Room 3036), or request a copy by mail. Write to: Bureau of Naval Personnel (Pers 313D), Washington, D.C. 20370-5313.

The request form (NavPers 1070/879) is available from personnel offices and personnel support detachments. A microfiche hand viewer is available for \$4 by check or money order, made payable to the Treasurer of the United States. Be sure to include your full name, signature, social security number and complete return address.

See NavMilPersCom-Inst 1070.1A for guidelines on document submissions and a list of documents retained in the microfiche record. For information, call BuPers at Autovon 224-2983/3654, or (703) 614-2983/3654.

CHAMPUS "catastrophic cap"

The limit, or "cap," on how much families will have to pay for CHAMPUS-covered medical bills from Oct. 1, 1991 through Sept. 30, 1992 has been

set at \$1,000 for active-duty and \$10,000 for all other CHAMPUS- and CHAMPVA-eligible families.

The cap helps protect families from catastrophically high medical expenses. It applies to the

amount of money needed to meet the family's annual deductibles for outpatient care and cost-shares for both inpatient and outpatient care, based on allowable charges for covered care received in any one fiscal year.

Bills for care not covered by CHAMPUS, or charges beyond those CHAMPUS determines to be reasonable or "allowable," are not capped; they must be paid in full by family members or their sponsors. Likewise, costs paid by families under CHAMPUS' Program for the Handicapped are not counted toward the cap.

Blood supply low, donors needed

During Operations *Desert Shield/Storm*, the Navy Blood Program never suffered from a shortage of donors. Because of the tremendous support it received, the program was able to meet the requirements for blood, not only at medical units in the Persian Gulf, but at Navy medical facilities worldwide.

Unfortunately, in the last several months, donations to the Navy Blood Program have trailed off, and the Navy's blood supply is low. CDR Bruce Rutherford, head of the Navy blood program, said the low supply can be attributed to the winter months being flu season, and also to the loss of *Desert Storm* veterans from the donor pool.

"Service members who have the flu are not eligible to be donors," explained Rutherford. "Also, those people who served in the Persian Gulf are precluded from

donating because of the remote possibility they contracted the Leishmania parasite," an organism which has caused a mild illness in some veterans of the Gulf War.

Rutherford also added that receiving flu shots does not prevent service members from donating.

The Navy Blood Program can collect, process and manufacture blood and blood products much more cheaply than purchasing blood from the civilian community. Each unit of blood donated by Navy and Marine Corps personnel will go directly into the Navy's blood supply. To meet Navy medicine's commitments, more than 1,100 units of blood need to be collected per week.

The Navy Blood Program is seeking the assistance of all Navy and Marine Corps personnel to help get blood supply levels back up. Donate a unit of blood and help be a lifesaver. □

New BEQ offers rooms for 400

Ground has been broken for a \$9.5 million Bachelor Enlisted Quarters at the Naval Hospital Corps School, Great Lakes, Ill.

The Naval Facilities Engineering Command's Northern Division is supervising the design and construction of the 87,000-square-foot facility, consisting of two four-story wings connected by a one-story reception and administrative area. The new facility, to be completed by March 1993, will house 416 students in 208 two-person rooms. □

“Blue Ghost”

A half-century of valiant service ends

Lexington — the name evokes images of a New England town where colonial farmers fired “the shot heard around the world” as they stood up to the British army to secure freedom from the crown.

Lexington — the name has been used in the Navy to inspire sailors to emulate the spirit of those colonists whose idealistic stand has meant so much to every generation of Americans since 1775.

Lexington — the name now goes down in naval history accompanied by one of the most glorious and decorated past of any ship in the Navy. With the decommissioning of USS *Lexington* (AVT 16), the latest “Lady Lex,” it is appropriate to examine her storied past.

Lexington (CV 16), the fifth ship to carry the name, was pressed into action following the sinking of her namesake (CV 2), heavily damaged by a Japanese attack May 8, 1942. CV 2 took at least two torpedo hits and three dive bomber hits by the Japanese during the battle. Though she fought mightily, she had to be sunk by USS *Phelps* (DD 360) once her damage was determined to be too extensive.

As *Lexington* (CV 2) gave her final shudder and slipped beneath the waves, the hull of a new aircraft carrier rested in the ways at the Fore River Shipyard in Quincy, Mass. — her planned name: USS *Cabot* (CV 16).

The Navy released the story of CV 2’s sinking June 12, 1942, and the tragic news stirred particularly deep emotions among the citizens of Lexington, Mass. The following day the townspeople formed a committee and launched a campaign to have another vessel carry the name *Lexington* to war. The quest was enthusiastically taken up by the workers at Quincy Shipyard who sent the following telegram to then-Secretary of the Navy Frank Knox on June 16, 1942:

“Twenty-three thousand workers at Bethlehem’s Fore River Yard where the *Lexington* was built, respectfully urge you to give the name *Lexington* to your carrier CV 16. We glory in the achievement of that fine ship, the sacrifice of which, to many of us, is a personal loss. We pledge our utmost efforts to build ships with all the speed and all the skill that is in our power. We beg the privilege to produce another *Lexington*.”

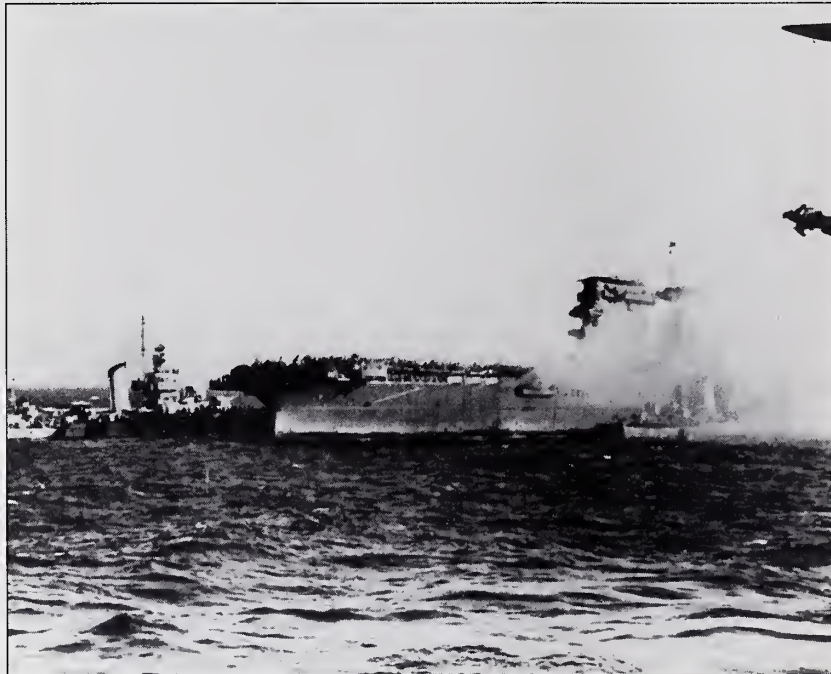
Knox evidently was impressed, and the request was approved. The shipyard personnel worked with a renewed fervor. Their energies resulted in the ship being launched more than a year ahead of schedule, on Sept. 26, 1942, slightly more than 14 months from the laying of the keel.

On Feb. 17, 1943, at the South Boston Navy Yard, USS *Lexington*’s commissioning pennant was hoisted. Six months later, she saw her first combat during enemy raids on Tarawa and Wake Islands while attached to the newly-formed 5th Fleet. Thus began a valiant, 48-year record of service — both in war and peace.

Within four months of her arrival in the Pacific, *Lexington* had seen

action throughout the theater — the Gilbert Islands, Marshall Islands, Kwajalein and Roi — and her air wing had downed more than 40 enemy planes, damaged two enemy cruisers and a cargo ship.

The night of Dec. 4, 1943, a Japanese torpedo plane came in fast off the carrier’s starboard side and launched its torpedo, which slammed into the ship’s starboard quarter. *Lexington* settled five feet by the stern, her steering gear disabled, and began to circle to port. After 20 minutes the rudder was returned amidships and *Lexington* steered by her engines. *Lexington* returned to Pearl Harbor for emergency repairs. The device used to bring the rudder back amidships was an emergency





Opposite page: USS *Lexington* (CV 2) was badly damaged in the early days of World War II. She had to be sunk shortly after this photo was taken May 8, 1942. Left: The next *Lexington* is launched Sept. 26, 1942.

hand-operated steering unit designed by LT P.N. MacDonald, one of the ship's officers. After its successful use, it was incorporated on all *Essex*-class carriers.

After this engagement, the propagandist "Tokyo Rose" reported *Lexington* had been sunk — the first of many times this erroneous report would air. Because of this and the blue-gray color of her hull, she was nicknamed "Blue Ghost" by the Japanese Imperial Navy.

Following repairs the ship returned to full service in the spring of 1944 and launched air strikes against enemy shipping in the Palau Island area, hit Woleai, and supported Army landings off Hollandia, Dutch New Guinea. *Lexington*, much to her crew's surprise, was again reported sunk by Tokyo Rose.

The Battle of the Philippine Sea began June 19, 1944, when the first of many enemy raids was intercepted by combat air patrol. The enemy planes were either shot down or forced to turn back. By the end of June 19, more than 392 enemy planes had been destroyed — *Lexington's* score marked at 45 sure, four probable and three destroyed on the ground. RADM Samuel Eliot Morrison, in his *History of United States Naval Operations in World War II*, credits CDR Paul D. Buie of *Lexington's* Fighter Squadron 16 with giving this day's work its nickname, "The Mariannas Turkey Shoot."

The following day search planes discovered a Japanese task force 340 miles away. An air strike was launched, with U.S. planes leaving one carrier smoking badly and another carrier on fire. The planes returned from the strike after dark low on fuel. In order to save the pilots, RADM Marc Mitscher ordered the task force to "turn on

your lights" so the pilots could see the carriers. The pilots landed on any carrier they could find. Many ran out of fuel or were too badly damaged, so they ditched in the water next to the escort ships, and waited to be rescued.

On Nov. 5, 1944, *Lex* was off Luzon during the bombing of Philippine airfields and shipping in Manila harbor. A group of enemy planes evaded combat air patrols by hiding in heavy clouds to strike the task force. At 1 p.m., a lone enemy plane was shot down 1,000 yards off *Lexington's* starboard beam. Another determined Japanese flyer began a suicide dive for the carrier, and despite being hit several times, was able to crash near the ship's island. The signal bridge received serious damage and several gun emplacements were knocked out. Forty-seven men were killed and 127 wounded. Once again, Japanese propagandists reported the Blue

After "Tokyo Rose" reported *Lexington* sunk on numerous occasions, the Japanese Imperial Navy nicknamed her the "Blue Ghost" because of the blue-gray color of her hull.

Ghost sunk. Yet, within 20 minutes all fires were under control and flight operations resumed.

Following repairs, *Lexington* supported the capture and occupation of Iwo Jima as Task Group 58 flagship. On Feb. 16 and 17, 1945, air strikes were directed against airfields near Tokyo. Close-air support was provided during the actual landings on Iwo Jima two days later.



For 28 years Lady Lex was the only training carrier in the Navy. Scores of Navy pilots learned the do's and don'ts of carrier aviation from the Blue Ghost's decks. Right: The Blue Ghost will no longer sail. After a half-century of valiant service to the fleet, she was decommissioned Nov. 8, 1991, etching the final entry in a glory-filled deck log.

All offensive air operations against Japan ceased on Aug. 15.

To ensure that enemy units complied with the surrender terms, *Lexington's* planes flew combat patrol over Japan immediately following the Japanese surrender. Medical supplies, food and clothing were air dropped by parachute over Allied POW camps. *Lexington* entered Tokyo Bay on Sept. 5th, 1945 — the first carrier to enter the bay following the cessation of hostilities — and continued operations in support of the occupation of Japan. On Dec. 3, the ship left Tokyo Bay and transported military personnel to the United States, arriving at San Francisco Dec. 15, 1945.

During World War II, *Lexington* spent a total of 21 months in the combat arena. Her aircraft destroyed 372 enemy planes in the air and 475 more on the ground. She sank or destroyed 300,000 tons of Japanese shipping and damaged an additional 600,000. The ship's guns shot down 15 planes and assisted with five more.

On May 23, 1946 *Lexington* arrived in Seattle to await deactivation. She was decommissioned April 23, 1947. While in "mothballs," *Lexington* was redesignated an attack carrier, and moved into dry dock for a major conversion, including an angled deck, a pair of steam bow catapults and an enclosed hurricane bow. The

massive job took almost two years to complete. On Aug. 15, 1955, USS *Lexington* (CVA 16) was recommissioned. She remained a Pacific Fleet asset, operating from her new home port of San Diego.

As before, *Lexington* was there in times of crisis. Her refresher training was interrupted by the Lebanon crisis, she was off Taiwan during the Formosan Crisis and on standby during the 1960-61 Laotian Crisis.

In 1962 *Lexington* received orders to report to the Atlantic Fleet to relieve USS *Antietam* (CVS 36) as the Navy's training carrier. She was redesignated CVS 16 on Oct. 1., and was scheduled to arrive at Pensacola, Fla., by late November. But another crisis changed her schedule.

President Kennedy announced a blockade of Cuba, and *Lexington* left the yards in spite of two weeks of unfinished work. With an air group on board, she operated in the Jacksonville, Fla., area awaiting orders. After tensions diminished, *Lexington* relieved *Antietam* in December 1963.

Since then, *Lexington* has operated in the Gulf of Mexico as a training carrier. On Jan. 1, 1969, *Lexington* was officially designated CVT 16. She was redesignated



AVT 16 on July 2, 1978. Until USS *Forrestal* deployed to relieve her as training carrier, Lady Lex was the only aircraft carrier to put to sea with women crew members.

Lexington's primary mission, since 1978, was to conduct carrier qualification landings and launches for student and fleet naval aviators. Her carrier qualifying periods are about 10 days in length.

Student naval aviators who are designated to fly tactical aircraft from fleet carrier decks are provided two opportunities during their 18 months in the training command to carrier qualify. Initial experience comes in the T-2C *Buckeye*, in which students perform two "touch-and-goes" and four arrested landings and catapult shots, accumulating nearly 100 hours in the jet.

Advanced jet training arrives in the form of a TA-4J *Skyhawk* for the fledgling aviators. Each student needed 60 to 100 hours in the TA-4J prior to qualifying on *Lexington*. The qualification process in the TA-4J was two

"touch-and-goes" and six arrested landings and catapult shots aboard *Lexington*.

About 70 percent of *Lexington's* carrier qualifications

"Lexington, you have earned a place in history — brave, noble and proud, a lasting symbol of peace and freedom, your memory shall not pass."

were training command students, while the remaining 30 percent were dedicated to qualifying fleet replacement and fleet and reserve squadron pilots of the A-6 *Intruder* and A-7 *Corsair*. The fleet squadrons performed two "touch-and-goes," 10 arrested landings in daylight, and six arrested landings at night.

Lexington has accomplished a "world record" — 493,248 arrested landings. Untold numbers of student pilots have demonstrated their exceptional abilities in carrier qualification on *Lexington* — their final and most crucial exam for earning their coveted "Wings of Gold" and joining the fraternity of naval aviators.

The Blue Ghost finally sailed into the heavy fog of U.S. naval lore during an emotional decommissioning ceremony Nov. 8, 1991. The crowd gathered at Allegheny Pier at Naval Air Station Pensacola was on hand to witness a feat that all the enemy warships and aircraft in World War II failed to accomplish — the silencing of Lady Lex's proud engines.

Many of her exploits were recounted in remarks by Chief of Naval Operations ADM Frank B. Kelso II during the decommissioning ceremony. *Lexington's* value to the fleet was noted by VADM Richard M. Dunleavy, Assistant Chief of Naval Operations, Air Warfare, as the commissioning pennant was finally lowered and handed over to Lady Lex's commanding officer, CAPT William H. Kennedy.

"I am humbly honored to be USS *Lexington's* last commanding officer. Neither words nor today's memorable ceremony can adequately sum up what *Lexington* has accomplished and represented so well for so long," Kennedy said. "*Lexington*, you have earned a place in history — brave, noble and proud, a lasting symbol of peace and freedom, your memory shall not pass. I salute you! May the legacy of the 'Blue Ghost' live on in our minds and hearts forever." □

LT Maureen Ford, PAO USS *Lexington* (AVT 16) compiled this article from ships' histories and other sources.



Midshipmen ashore

An explosive experience deep in the U.S. heartland

Story and photos by JO1(AW) J.D. DiMattio

Nestled in Indiana, tucked away in the Corn Belt hundreds of miles from any pier or naval vessel, is a Naval Surface Warfare Center located on Crane Army Ammunition Activity (CAAA). Each summer, midshipmen from around the country come to this Midwest facility to take part in a unique program where they learn about weapons and explosives they will work with once they begin shipboard tours.

The summer program, called Operation *Grassroots*, offers midshipmen firsthand knowledge of weapons assembly by working on production lines. Guided by the keen eyes and experienced hands of Crane's civilian workers, midshipmen gain the wisdom from more than 300 years of combined experience — those who built projectiles for World War II, the Korean War, the Vietnam War and the Gulf War.

"Midshipmen have a couple of choices in the summer. We all have to take a four-week shipboard tour, but third class midshipmen have a choice," said Midn. 3rd Class Greg Zettler. "We can select where we want to go for a second four-week tour. I chose Crane because it seemed like an interesting experience and a chance to see a different part of the Navy."

Midshipmen journey into many production line settings, from the

5-inch 54-caliber illumination round production lines, to the massive 16-inch projectiles used on battleships. Their training also delves into small arms, including firing the new 25mm cannons.

One student, a former enlisted sailor who was part of a naval gunfire support team (NGST) during Operation *Desert Shield* and *Desert Storm*, has seen the result of his labor and the labors of those teaching him at Crane.

"Working here with the 5-inch, 54-caliber illumination rounds, I can see just how much work goes into them. It's hard for me to believe that six man-hours go into making each round — during the war, it only took us 30 seconds to shoot it," said Midn. 3rd Class Keith Hartman.

But the summer program isn't just learning about weapons — it's a cost-efficient tool. From making the ordinance to firing it, these future officers learn not only how much work goes into making the armaments, but the cost involved as well. Whether rounds fired from jets, arms carried on "small boys" or the massive 2,000-pound projectiles of the battleships, the appreciation they gain is a lasting one.

"It's something I wish I had when starting out in the military," said CAAA Commander Army Lieutenant Colonel David Marks. "We just assumed that we were provided with



as many bullets or bombs or projectiles as we needed for training or for operations, without regard to what went into their production."

While on the production lines, students gain a keen insight into the importance of safety — from the start of the weapon's production until it is actually fired.

"This training has given me a good view of what goes into production of weapons and how to fire a safety test. I know that if I were to have these weapons on my plane with all the tests that they do here and all the precautions that they take, I'd feel 100 percent confident carrying them," said Midn. 1st Class John Baron.

Students don't just work production lines — they also do a stint at the disposal site where they take on the not-so-glamorous job of cleaning



Left: GMG2 Sandy Stone oversees Midn. 3rd Class Jay Schultz in the operation of the Navy's newest ship-board cannon. Below: Midn. 3rd Class Greg Zettler (left) Midn. 3rd Class Beth Malecha (center) and Midn. 3rd Class Michael Gardner (right) take on the arduous, but essential task of cleaning out shells for recycling.

used 3-inch mortars. Garbed in hospital-like hair nets, gowns, goggles and gloves, they find the value of their deeds in this dirty task.

"Stripping the shells is important because, after the contaminants are cleaned out, the shells and scrap metal can be recycled to make new projectiles. There can't be any of [the dye] left. In order for the shells to be reused, they have to be totally clean," said Midn. 3rd Class Jay Schultz.

At the small arms firing range and in the small arms shed, students receive instruction from sailors on operation and cleaning of weapons.

"It's good when they get this training," said Gunner's Mate (Guns) 1st Class Sandy Sanders, the small arms instructor. "If they become a division officer or weapons officer, they already have the knowl-



Midn. 3rd Class Keith Hartman demonstrates the proper loading of the 5-inch, 54-caliber illumination rounds.

edge of how weapons work and what kind of condition they should be in, which could avoid problems later."

"The training I'm getting here is great. I've done a lot of production work, and I've seen the amount of money that goes into producing a 5-inch, 54-caliber round," said Midn. 3rd Class Michael Gardner. Yet, learning about making weapons took a back seat to actually firing the 25mm cannon.

"I had no idea how powerful a gun that shoots a projectile that small could be," Gardner continued. "I got an appreciation and a respect for that and the men who work with them all the time."

"You see a lot of ideas put into action. It's a good way to get first-hand experience that you read about in your books, and it's also good knowledge to take back to the academy," said Midn. 3rd Class Beth Malecha about her training.

Nearing the end of their four-week crash course, midshipmen get a chance to work with the explosive ordnance disposal squad. Under the watchful eye of experienced enlisted explosives teachers, the students learn the right way to set charges. From a secure bunker half a mile away, students watched their charges erupt from what they nicknamed the "explosion-cam" mounted on the roof of the bunker.

"Before I came here I thought, 'What could I possibly get from this training?' Well, what I came away with is information and experience that is surely going to help me if I become a weapons officer or have any dealings with weapons during my time in the Navy. It's something that I am going to hang onto for quite a while," said Schultz.

Schultz, who recommends the four-week "summer land cruise" at



Crane offers this advice: "It's a lot of tough, physical work, but you gain a strong respect for where, how and what is made."

While learning at the grassroots level, these midshipmen find a warm respect for their civilian and enlisted teachers that give them so much to take back to the fleet. From the

production lines to the small arms firing ranges to the 16-inch projectile bomb and bag operations, their learning reinforces the old adage of Mark Twain: "The best way to learn is to do the job." □

DiMattio is assigned to Navy Broadcasting Service, Washington, D.C.

A helping hand

Rebuilding the American school in Kuwait

Story and photos by J03 Matthew Wilde

Dawn had just broken over the Arabian Gulf when a landing craft unit left its mother ship to take weary-eyed, but eager service members ashore. This wasn't a liberty boat, however. Everyone aboard had hours of work ahead of him. Yet they all shared a spirit common to the American bluejacket — the spirit of caring.

Looming on the horizon off the coast of Kuwait City, the mother ship, USS *Saipan* (LHA 2), waited for her sons to return. It was she who helped foster the spirit; helped spark

the fire that makes those with so much appreciate what they have and want to share it with others. Her lessons were learned well. Today her sailors and Marines would help rebuild a Kuwaiti school, repairing damage left by the invading Iraqi army.

Right: A Saipan sailor signs an autograph prior to the ship's departure from Kuwait. Below: Marine Corps Cpl. Willis McCoy (left) and Lance Cpl. Roman Crosswy patch holes in the school's canvas "bubble" dome covering the gymnasium.





Bus transportation for the ship's crew was arranged from fleet landing to the school. Crewmembers' faces were glued to the windows, looking at the devastation, including sights like the Sheraton Hotel. Once a symbol of the city's elegance, the

hotel is now only a gutted-out pile of rubble.

During the war, the American School of Kuwait (ASK) was used as a communications center by the Iraqi military. Shortly after the country was overrun Aug. 2, 1990,

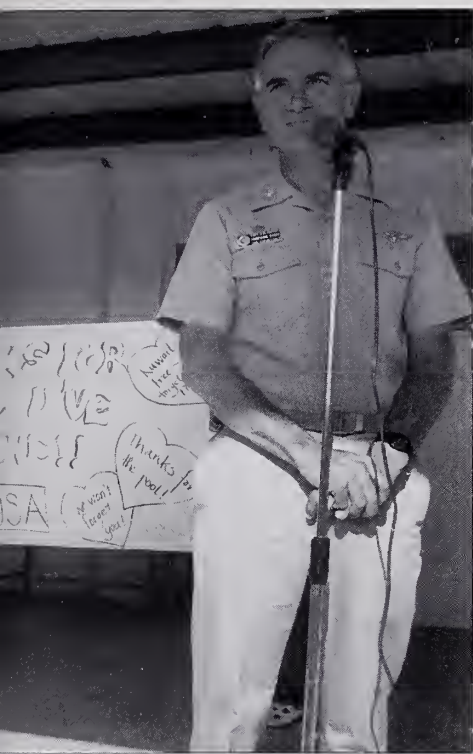


the school was taken over, and its 1,150 students could no longer receive the education for which they were striving. What the soldiers left after the Iraqi surrender was little more than a mere shell of a building.

Soon the bus arrived at its destination, near the center of Kuwait City. The school was once as modern as most American public institutions. Among its many classrooms were two computer labs equipped with more than 50 computers, a science/biology lab and everything you would expect in a quality school stateside. Adjacent to the main building was a gym and a swimming pool covered by a canvas "bubble" dome. All that existed prior to the war.

"We had lost everything after the Iraqis left," said Yousef Hassan Ali, the school's maintenance supervisor. "All that we basically had was the building's skeletal structure, along with chairs and desks."

Approximately 126 servicemen lent a helping hand throughout the ship's four-day stay. Each morning job assignments were handed out, ranging from removing carpet and cataloging books in the library to extensive electrical repairs. In the gymnasium, large tears and small



Opposite page: EM2 Dallas Bailey repairs a stage light at the American School of Kuwait. Left: CAPT Charles M. DeGruy, *Saipan's* commanding officer, speaks on behalf of his ship during an emotional farewell ceremony in Kuwait.

help," said Electrician's Mate 2nd Class Dallas Bailey. "From an electrical standpoint, when we started, the school was a little below standard. We did the best we could with the equipment we had. Now everything is adequately functioning again."

The school has been in existence for 27 years and was originally supported by the U.S. Embassy before becoming private. After U.S. and allied forces sent the Iraqi army packing back across the Kuwaiti border, the school spent \$700,000 to renovate the campus. However, this wasn't even enough, as the damage was so severe.

"The U.S. Navy gave us quite a morale boost with the help they

for reorganizing our school and lives. Everyone appreciates your help and extreme courage."

"I cannot describe how much we all love you and America," added Bihi Al-Sabah, a fifth-grader. "God bless you for your kindness in repairing our school."

On hand during the ceremony was CAPT Charles M. DeGruy, the ship's commanding officer, who presented a plaque to ASK Superintendent Don Holt. According to DeGruy, he couldn't be more pleased with the work sailors and Marines did to get the school functioning once again.

The school teaches children from kindergarten through grade 12. As a non-profit organization, the school

bullet holes in the bubble were patched. Purchasing new canvas for the dome would have cost \$250,000.

"When we first arrived, we just felt our way around and decided what needed to be done," said Chief Aviation Structural Mechanic (AW) Eric Williamson. "The Army Corps of Engineers also did work prior to our arrival. Everyone did an exceptional job."

"Our ship is geared to handle big jobs, but we did more than the Kuwaitis expected," said Chaplain (LCDR) Alan Lancaster, *Saipan's* event coordinator. "Jobs which might have taken them weeks to complete, our hard-working men completed in a day. You name the need, they'll perform the job — that's the attitude of the ship." As Marines from the 22nd Marine Expeditionary Unit (MEU) conducted joint military exercises with Kuwait, work on the school continued.

"This was a chance to show the Kuwaiti people we are compassionate and not only a military force. It was also an opportunity for *Saipan* to accomplish humanitarian needs, as well as military ones," Williamson said.

"I got a great sense of fulfillment, and it made me feel good that I could

"I cannot describe how much we all love you and America."

provided. Labor is hard to find now, especially after the occupation," said Anwer Dhanani, the school's administrative assistant and business manager.

After days of hard work, the school's student body assembled in the courtyard to thank their new American friends. Cheers rang out as sailors and Marines took their place in front of the crowd.

Each class presented a token of its appreciation, ranging from cards made by the kindergarten class to long-stem roses from the seniors. Smiles were on everyone's faces during the emotional ceremony.

"The USA's brave men helped us in war and now in peace," said Ranya Abdel-Baki, an eighth-grader. "I want to thank [*Saipan's* sailors]

is funded through the student's \$5,000 a year tuition and an American-style curriculum is taught. Approximately 450 students are currently attending classes. About 70 percent of the student body is Kuwaiti, and as foreign students continue to return, enrollment continues to grow.

"I felt like a celebrity when kids asked for my autograph," said Radioman 2nd Class Stephen Morey. "I'm just very proud to have been there and know we could help as American citizens,"

"I only wish the American sailors could stay longer," said Hassan Ali. "The work they did was great, but the friendships made were even better." □

Wilde is assigned to USS Saipan (LHA 2).

Pigeon to the rescue

The most misunderstood ship in the Navy's submarine fleet

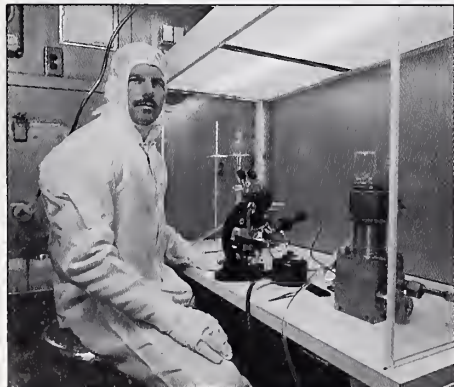
Story and photos by PH1 Richard J. Oriez

The bright, colorful sails of the twin-hulled boats provide a rainbow of color to San Diego Bay. These catamarans exist for one thing only — pure pleasure. There is an exception to the pleasure boat rule. Unlike her counterparts, the 200-man crew of this catamaran wear khaki and dungarees.

Her hull is haze gray, and the only colors she hoists are her signal flags and the National Ensign. She is USS *Pigeon* (ASR 21) — one of two catamarans on active duty in the U.S. Navy.

Pigeon, homeported at Naval Station San Diego, is attached to Submarine Development Group 1 at Point Loma, Calif. She is a submarine rescue and deep ocean salvage vessel with a unique twin-hulled design. The catamaran shape makes the center well area — an opening in

USS *Pigeon* has a clean room where work on valves and other parts of the diver life support system is done.



the center of the ship — a place for objects to be lowered between the two hulls. The ship's huge bridge crane and center well enable *Pigeon* to launch and recover the heavy deep submergence rescue vehicle (DSRV), a mini-submarine used to rescue sailors from a stricken submarine.

LT Dan Kerns, *Pigeon*'s deep submergence officer, uses the 1978 movie, "Gray Lady Down" to explain his ship's mission. In the movie, *Pigeon* dramatically uses her DSRV capability to rescue the crew of the fictional USS *Neptune*.

"Having the center well is the advantage," said Master Chief Boatswain's Mate (Master Diver) Paul Benesch, *Pigeon*'s master diver. "We could launch over the side, but it is more dangerous."

"The objects we are handling are so heavy that if we tried to put them over the side on a single-hulled ship it would tip the ship over," said *Pigeon*'s Commanding Officer CDR Eric Glidden. "That was the engineering logic that led to the catamaran. It provides a steady platform for raising and lowering heavy weights through the ship's center of gravity."

The ship's personnel transfer capsule (PTC), used to lower divers to depths as deep as 850 feet, weighs 27,000 pounds. The DSRV weighs close to 87,500 pounds. "We would not be able to handle the DSRV or the PTC without the catamaran configuration," added Glidden.



Besides the hull, another difference between *Pigeon* and the older single-hulled rescue ships is the catamaran's deep-dive capabilities.

According to Kerns, a conventional submarine rescue ship only has the standard mixed-gas dive system, which is limited to a depth of 300 feet. "We also have the capability of the twin saturation complex that is certified down to 850 feet," he said.

Inside the ship's twin hulls are two pressure chambers that are used to



bring a team of divers to a pressure equivalent to what they will experience on a dive. Divers can live in the chambers up to 14 days — breathing a helium-oxygen mixture similar to what they'll breath while working in the depths of the ocean.

A system of hatches and transfer locks enables the dive team to get from the chambers to the transfer capsule on deck. The ship's huge bridge crane then lowers the PTC through the well deck to the desired depth. The divers are already accus-



Far left: USS *Pigeon* during a recent overhaul at the National Steel and Shipbuilding Company shipyard in San Diego. Above: A sailor performs maintenance on the air lock in the back of the chamber that allows food and supplies to be passed to the divers living inside. Left: MM2(DV) Kendall Waiting monitors the controls of the saturation dive pressure chamber.

tomed to the depth when the capsule arrives on station.

When the divers are ready to call it a day, they follow a reverse path into the ship's decompression chambers where a hot meal from the galley can be waiting for them.

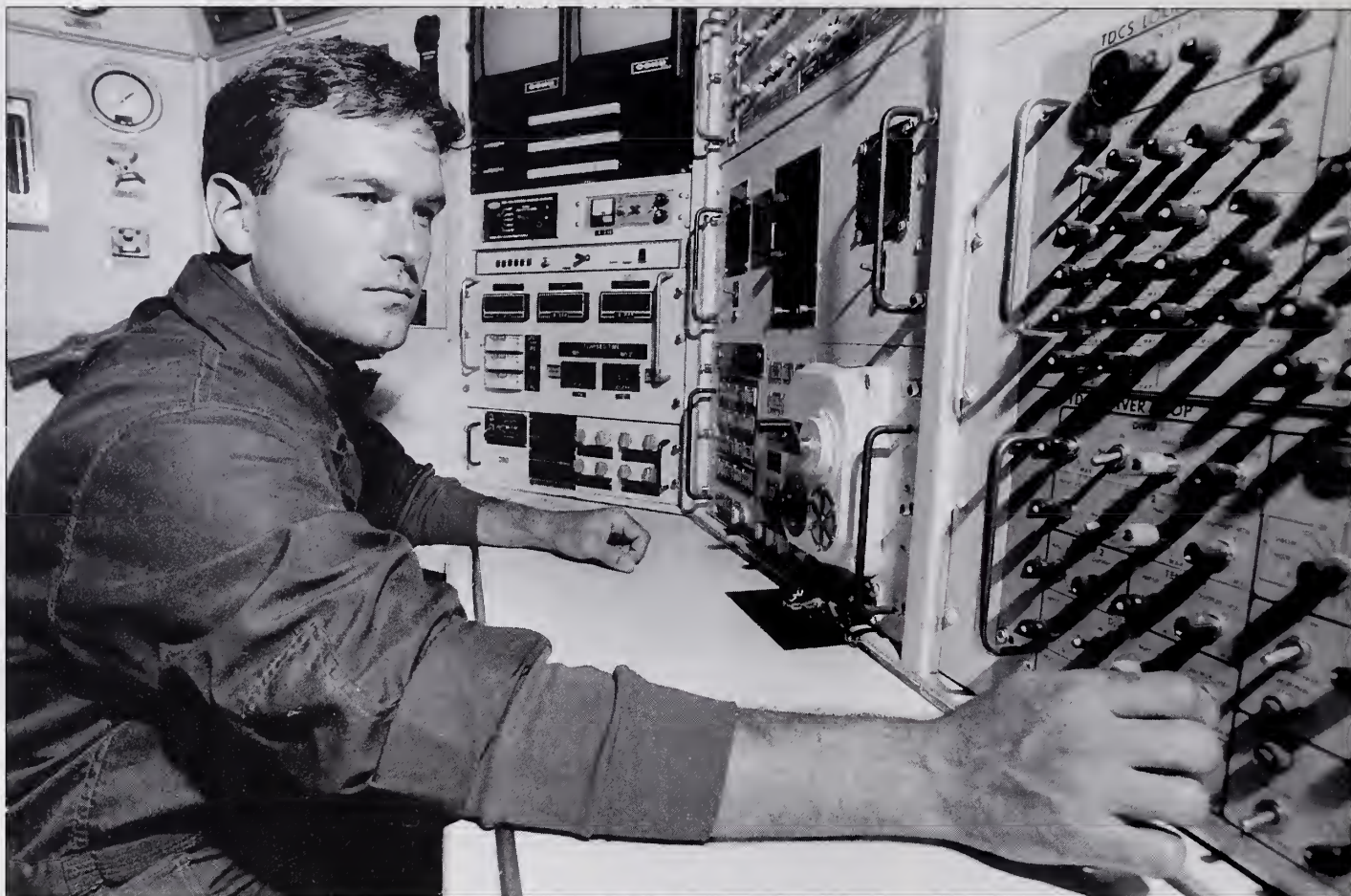
According to Kerns, having the divers live in the chambers saves

valuable time because they do not have to pressurize and depressurize during each dive cycle. Having two chambers allows one crew to rest while another one works.

Pigeon's main mission is submarine rescue, but that is not all that her divers can do.

"Our potential is to do whatever the Navy wants us to do within our dive capabilities. It doesn't necessarily have to be submarine rescue; there is a lot of potential out there for us to do salvage and recovery work. If an aircraft goes down within our depth capabilities, and the Navy wants a specific item from the interior hull of the plane, we could actually put a diver on it and bring the item up to help in the investigation."

Pigeon's catamaran design is a trade-off. It greatly increases the ship's lifting capability and stability, but it can create other problems.



Above: EN1(DV) Robert Weaver concentrates on the dials and depths of the Navy's catamaran. Left: HT1(DV) Mark Whitlow inside one of Pigeon's pressure chambers.

"She is described in one of those publications about ships of the world as an exceedingly complex and difficult ship to operate and maintain," said Glidden. "She is that. You have engine rooms that are in separate hulls of the ship. Where do you put

your engineering officer of the watch? Do you put him in the starboard hull or in the port hull?"

Glidden solved the problem by putting remote television cameras in each of the engineering control spaces and having the duty officer

keep an eye on both rooms using television monitors.

Handling is also different, Glidden said, because pier approaches turn into delicate maneuvers. "With a 90 foot beam and 86 feet between the screws, she is sort of like driving a bulldozer. You can back one engine, go ahead on the opposite engine and she will nearly twist on her center.

"Getting away from a pier is another major difference. You can't walk her away. She is just too wide and draws too much water."

With the unusual hull design, mission and dive capabilities, comes an unusual chain of command. "We are a surface ship in the submarine Navy," Glidden said. "A lot of our fellow skippers and type commanders don't quite understand us." □

Oriez is assigned to Fleet Combat Cam-era Group, Pacific.

Spotlight on excellence

Sailor calls honesty "no phony business"

Story and photo by JO3 Steve Hansen

Have you ever wondered what you would do if you found \$10,000? Would you make a down payment on a "to-die for" sports car or take a European vacation? Or would you try to give the money back to its rightful owner? That's what Personnelman 2nd Class Idelle C. Nicdao did after finding \$10,000 in a phone booth in Mountain View, Calif.

Nicdao, assigned to Naval Air Reserve Alameda, a tenant command of Naval Air Station Alameda, Calif., was getting a front end alignment on his truck when he found the money. While waiting for the job to be completed, Nicdao walked around the shop and decided to telephone some friends to kill time. After stepping into a phone booth, he noticed a fat leather portfolio filled with a hundred \$100 bills, along with credit cards and blank money orders.

"I was shocked," said Nicdao. "I had never seen that much cash in my life." Visions of grandeur began to form in his head, but they were soon replaced by reality. "I don't know if I could have lived with myself if I had kept the money," he said. "I felt guilty just thinking about it."

Nicdao found a phone number among the bills and dialed it. The gentleman on the other end of the line was a computer expert with a local electronics firm who had stopped to phone his office to say that he was running late. In a rush, he forgot everything that wasn't attached to his body, including the precious portfolio.

"He was very surprised when I called and told him I had his money," Nicdao said. "He took me

out to lunch and told me if there was anything he could do for me to just name it." After lunch, the grateful recipient of Nicdao's honesty rewarded him with \$500. Nicdao hadn't expected a reward, but with the holidays coming up, he didn't object.

After the initial euphoria of finding the money wore off, Nicdao

admitted he would have returned the money anyway. "Money is important," he said, "but it's not everything, and it's not forever. Honesty and integrity, however, will stay with you for the rest of your life." □

Hansen is assigned to Naval Air Reserve Alameda, Calif.



In the footsteps of Darwin

The Jason Project explores the Galapagos Islands

Story and photos by PH1(AW) Joseph Dorey

When faced with adversity, the Argonauts of Greek legend persisted in their quest for the Golden Fleece. Led by Jason, they overcame unparalleled odds before finally reaching their goal.

In November, another group of argonauts faced seemingly impossible odds of their own in a quest for scientific knowledge. But, as did their ancient counterparts, these argonauts benefitted from some "Herculean" efforts along the way.

These modern-day argonauts were 12 students with the Jason Project — a complex endeavor that each year transports hundreds of thousands of North American students live via satellite to sites of scientific research.

Through this year's "telepresence," students located at 20 downlink sites in the United States and Canada were able to interact with scientists as they conducted research in the Galapagos Islands. With the help of Turner Broadcasting System's (TBS) production facilities and EDS Corporation's satellite communications equipment, students were given a "you-are-there" experience.

Some students also had the opportunity to drive a remotely operated vehicle (ROV) using a joystick and a digital data link. ROVs are underwater robotic devices, equipped with television cameras and mechanical arms. The 12 student argonauts had the added privilege of accompanying the scientists to the islands.

The Jason Foundation for Education oversees the project, which began in 1989 as an idea of Dr. Robert Ballard, senior scientist at

Woods Hole Oceanographic Institution, Woods Hole, Mass., and a commander in the Naval Reserve. The Navy established a partnership with the Jason Foundation to educate America's youth on the use of technology to study the depths of the ocean. The project's goal is to generate enthusiasm in the fields of science and technology from elementary and high school students, an objective the Navy supports fully.

For two weeks in December 1991, the Jason Project set off in the footsteps of 19th century naturalist Charles Darwin to explore the mysteries of the Galapagos Islands off the coast of Ecuador.

A key player in the expedition was to be Jason Jr., an ROV designed by Woods Hole and funded by the Office of the Chief of Naval Research in 1986. The Navy had

been interested in improving its deep sea search and recovery capability and contracted the development of Jason Jr., and its more sophisticated successor, Jason, to Woods Hole. Naval deep submergence technicians from Commander Submarine Development Group 1 have been working with scientists at Woods Hole since Ballard first used Jason Jr., during his discovery of R.M.S. *Titanic*. But nothing short of disaster struck before the Galapagos expedition even got started.

Early on Nov. 21, 1991, a barge containing all the equipment needed for the project sank in 9,000 feet of water, about 140 miles from the

Below: Argonauts take water samples as part of their research. Opposite page: Engineer Andy Bowen (right) explains the functions of an ROV to naturalist guide, Juan Carlos Naranjo.







Left: Male great frigate birds show off their colors. Below left: Argonauts prepare to explore an island. Their "hotel," *Gaby*, lies moored in the bay behind them. Below: A land iguana takes in some sun.



islands. The barge was being towed from Ecuador's mainland 600 miles west to the Galapagos by an Ecuadorian navy tug.

Suddenly the barge started taking on water and eventually had to be cut loose. Millions of dollars worth of satellite communications and television production equipment was lost — including Jason Jr.

With the first live television broadcasts scheduled for Dec. 2, serious doubt was cast over the entire project. "We're devastated," said Ballard, who was already in the Galapagos for pre-production filming with National Geographic.



"There's just no other word to describe it."

But just as the original argonauts overcame their obstacles, so too did the Jason team. Thanks to an outpouring of help from Ecuador and the United States, the expedition was able to go on as scheduled.

"Through absolutely superhuman effort on the part of the entire Jason team, we managed to locate virtually all of the replacement equipment we needed," said Timothy W. Armour, executive director of the Jason Foundation, shortly after the accident. The new equipment was quickly shipped to Miami and then to Ecuador. This time an Ecuadoran air force C-130 Hercules aircraft flew the equipment out to the Galapagos.

Replacements for Jason Jr. were found at the Benthos Corporation in Falmouth, Mass., and Harbor Branch Oceanographic Institution, Fort Pierce, Fla., where their Director John B. Mooney Jr., loaned two ROVs to the project. Mooney is a retired Navy rear admiral and had been the Chief of Naval Research when Jason Jr. was built. Supplying the ROVs at the last moment proved extremely helpful. "It made our life a lot easier," Ballard said. "We had enough problems without having to worry about replacing Jason Jr."

The equipment was flown to an airport on the island of Baltra, arriving the evening of Nov. 28, one week after the accident and three days before the first broadcast — appropriately Thanksgiving Day.

Ballard left the Galapagos for Atlanta because the portable studio used for his broadcast could not be replaced in time. It was a sacrifice Ballard was more than willing to make.

"Scientific exploration and discovery is full of surprises and setbacks," Ballard said. "However, in my 30-year career, I have never faced a situation as severe as the total loss of all our equipment. To me, the fact that we are able to go forward with our broadcast shows scientific teamwork at its best."

And so in the oldest of broadcast traditions, the show went on. For the 12 students and two teacher argonauts, the trip to the Galapagos proved to be the opportunity of a lifetime.



Right: Sea lions find biting diver's air hoses amusing. **Center:** Argonaut Brian Albon (left) learns to operate the controls for the ROV from ROV pilot Martin Bowen. **Opposite page:** Argonauts board the ROV boat *Nortada* before ROVs are launched from the stern.

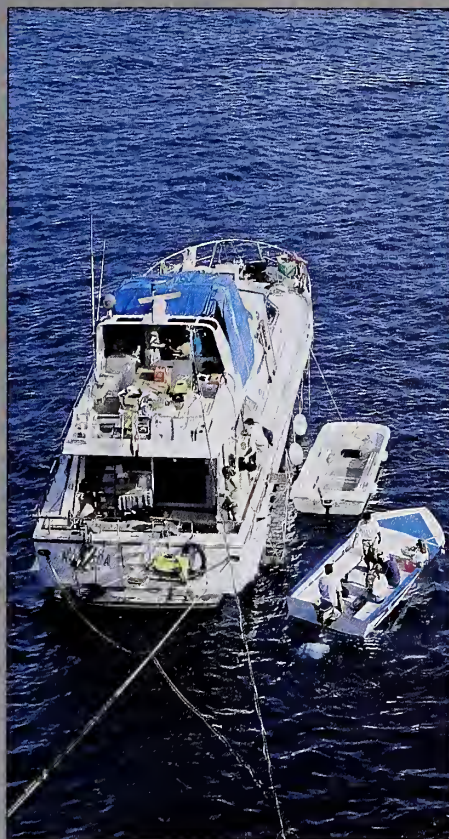
With few exceptions, the islands remain virtually the same as they were when Darwin explored here in 1835 and conceived his theory of evolution. Although the population in the Galapagos is approximately 12,000, only four of the 19 islands are inhabited. Virtually all of the Galapagos Archipelago has been preserved as a national park and marine reserve by the Ecuadoran government.

Due to the influx of whalers to the Galapagos during the 19th century, tens of thousands of whales, fur seals and tortoises were harvested, resulting in a tremendous reduction of these species that is apparent even today. Tortoises were especially popular as a source of fresh meat, and because of their ability to live without food and water for months, they were often stacked like crates, one on top of the other, in the holds of ships.

The Galapagos Islands are a living laboratory. The animals, many of which are native to the island chain, will cast a curious glance toward their visitors but rarely give them a second thought. They are never fed nor harmed by tourists, so the animals have no reason to be concerned about human presence. This is how many animals lived before there were zoos. The animal and plant life remain unspoiled because the "progress of man" has not been able to progress here. Unfortunately, there are few places like it left on earth. To visit this area is a privilege recognized by the student argonauts.

"The opportunity to come here is one of those things that you think you're never going to get to do," said Brian Albon, 16, a student argonaut sponsored by the Office of the Chief





of Naval Research. "These are all the things you read about and just wonder what it would be like. It's great the way the animals are in their natural surroundings, and you can just walk right up to them."

"I think it's a great honor being selected for the project," said Anna Michel, 15, a student argonaut from Sarasota, Fla. "We're getting to learn firsthand about the islands. There's so many unique animals here that I've never seen before. It's great to see these animals up close. We went swimming, and some sea lions were swimming right next to us. It will be an experience I'll never forget."

The student argonauts were split into two groups, with each spending a week aboard a commercial yacht. It was one of about 70 such vessels now operating in the Galapagos. These boats are the only way visitors can get around the many uninhabited islands. Approximately 60,000 visitors are attracted to the islands annually. A qualified park guide must accompany all visitors on excursions to any uninhabited island in a effort to preserve the natural environment.

According to the guide hired to escort the student argonauts, tourism has changed in recent years.

"Originally we got people here who were deeply interested in nature — professors, biologists and people like that," said Desiree Cruz, a guide since 1987. "What we are getting here now are more tourist-like people."

Cruz expressed surprise at how fortunate the students were. "I was pretty amazed and quite happy to see that young people in the United States are being encouraged so much toward science," she said. "In Ecuador, we hardly ever see a microscope when we're in high school."

To capture the experience of the area, the argonauts carried an arsenal

Left: Remnants of many volcanos are spread throughout the archipelago.



Left: Giant tortoises, or "galapagos" in Spanish, can grow up to 500 pounds. Below left: "Jasonville" encampment on Baltra Island replaced the barge as headquarters for TBS and EDS. Center top: Argonauts Jason Durst (left) and Brian Albon study plankton samples on board *Gaby*. Center bottom: Prickly pear cactus and red sesuvium cover Plaza Island. Opposite page: Argonaut Robert Henry and naturalist guide Desiree Cruz answer questions from the student television audience through "telepresence" on Seymour Island.



of still and video cameras because, "On the Galapagos Islands, everything is a 'Kodak moment,'" said teacher, Peggy Little. "Every time I turn around there's some new animal or new bird. I'm seeing things that I've only seen on the Discovery Channel or read in books. It's totally different to read about a 500-pound turtle and then to see one."

A big part of the Jason experience was the chance to "rub elbows" with scientists and technicians.



One such scientist was "the man in the bubble," Dr. Gerard Wellington, a biology professor at the University of Houston, Houston, Texas. Wellington's role in the project was to explore underwater in a special-purpose helmet — a clear fish bowl dome, similar to what astronauts wear. It was used so the television viewers could see his face as he explained the varied underwater marine life.

Wellington said the helmet was a little intimidating. "It's sort of like putting an aquarium on top of your head. There is some distortion looking out, but you get used to that."

Wellington has conducted extensive marine research of the islands and this was his first experience with the Jason Project.

"I've been involved in education now for 20 years, and I firmly believe

in what Bob Ballard is trying to do," Wellington said. "I think it's important to inspire kids to go into science." He added that there has been a decline of upcoming scientists in America because, "There's an image that science isn't very exciting. Through this project we can convey that indeed science can be very exciting."

Reliving the Jason Project experience will be an ongoing pleasure for the argonauts. Sharing their knowledge back home with their peers is an important link toward fulfilling the project's goal. As one argonaut put it, "I want to get people to understand how important things in our environment are, and that once we've ruined them, we can't ever get them back." □

Dorey is a photojournalist for All Hands.



Where no textbook has gone before

Jason trekkers visit another world right at home

Story by Patricia Swift

Jason, a hero in Greek mythology, had a natural inquisitiveness about exploration, and for two weeks in December 1991, so did approximately 500,000 students from schools across America and Canada, as they joined the third annual "Jason Project"—an expedition to the Galapagos Islands, located off the coast of Ecuador — via television.

The expedition began with 12 lucky students and two teachers who participated as student argonauts, joining

the Jason team on-scene to explore the remote archipelago. The students were selected from a national pool of 300 high school sophomores and juniors who demonstrated exceptional interest and aptitude in science or technology, and the teachers were selected by a committee. For the thousands of elementary, middle and senior high school students who couldn't physically be in the Galapagos Islands, the National Geographic Society in Washington, D.C., provided the next best thing to being



Photo courtesy of National Geographic Society

Opposite page: Student driver Nicholas Sweeney drives the ROV as his assistant co-pilot looks on. Right: Retired ADM Griffiths watches the Jason Project as it begins. Below: Scientists answer students' questions at the conclusion of the Jason Project program.

there. It was chosen as one of the primary interactive network sites, to host the project.

Students gathered at 20 of these sites throughout the United States and Canada — classrooms, local businesses and auditoriums — to go on a unique electronic field trip to a "living lab," witnessing events happening thousands of miles away.

Through the miracle of satellite technology, the students who packed into the dimly-lighted National Geographic Society's auditorium each day had the chance to come face-to-face with live iguanas sunning and swimming, lazy sea lions barking and playing and Sally Lightfoot crabs scurrying about. They also stood at the mouth of a volcano to observe its dramatic patterns and shapes and learned how molten lava erupted from the sea to form land. They dove into the shallow water to see exotic schools of fish and rock formations.

The students had ringside seats to take them to this lab. There were three giant video monitors that gave them a window on the action as the Galapagos exploration unfolded before their eyes.

The broadcast first took the students to a marine biology site north of Seymour Island where they met Dr. Gerard Wellington, a biology professor from the University of Houston, Houston, Texas, who conducted underwater experiments which demonstrated how offshore plants and animals adapted to the unique and isolated environment of the archipelago waters.

Then the cameras switched to Atlanta, where Dr. Linda Cayot, head of herpetology at the Charles Darwin

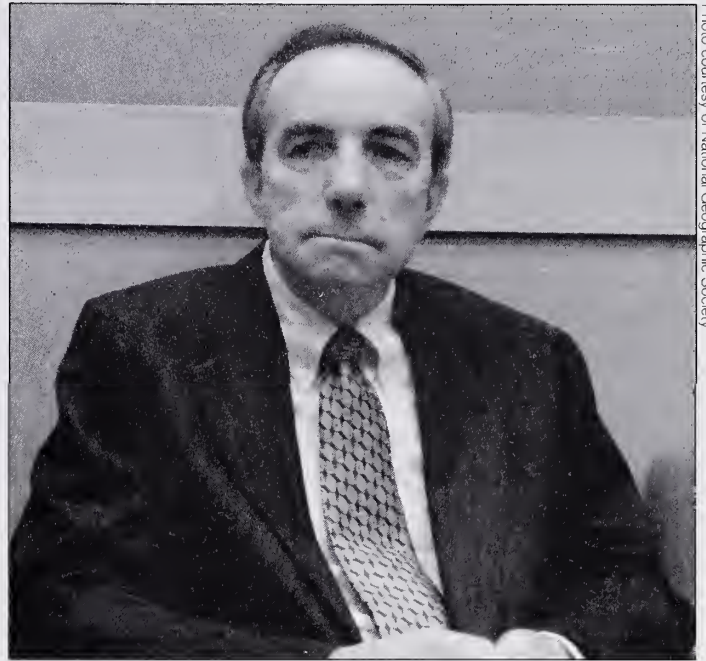


Photo courtesy of National Geographic Society

Research Station in Atlanta, explored the biology and behavior of some of the Galapagos' unique species, including flightless birds, sea lions, penguins and marine and land iguanas.

As the music swelled throughout the auditorium, the students sat eagerly waiting to see what was next. Then out came "lonesome George," an 80-year-old Pinta tortoise. He is the only known surviving tortoise of this type in the world and was brought to the Charles Darwin Research Station in 1972 from Pinta Island. Conservationists mounted a worldwide search to find a mate for him, but he will live out his days in solitude as his species is on the verge of extinction.

The students seemed saddened by this fact, but were



Photo courtesy of National Geographic Society

Students watch marine biologist Dr. Gerard Wellington experiment with damsel fish.

soon back in the thick of things as they headed to the last segment. They went to a mobile naturalist's site off the island of Baltra, where geologist Haruldur Sigurdsson explored an active volcano and looked at the results of the March 1991 eruption of Fernandina, one of the world's most active volcanoes. "What happened to all the animals while these volcanoes were erupting?" a student blurted out.

"I don't think there are any around to tell you about the experience," Sigurdsson said, with a slight grimace. "But if there are, they're entombed, and we can tell you later after we retrieve the fossils."

The Jason Project helps bring science to life for North American students by showing them how exciting scientific exploration and discovery can be.

Using the new hi-tech form of teaching — telecommunication — has certainly revitalized the more than 5,000 students at the National Geographic Society, at least during the downlink period. For the first time, this project brought scientific exploration and discovery live from land, as well as underwater. It was happening as viewers watched thousands of miles away. Children, as well as adults, have a natural curiosity about hi-tech games and equipment, and on this day some lucky students from the attending schools would have the opportunity to pilot the ROV using a joystick — the same type of joystick that is used in jet fighters.

"Let's now go to our down-link — the National Geographic Society in our nation's capital," said Dr. Robert Ballard, senior scientist at Woods Hole Oceanographic Institute, Woods Hole, Mass., addressing the thousands of students from his control room in Atlanta.

The room erupted in screams and loud applause, as student pilot Nicholas Sweeney of Seven Locks Elementary School, Bethesda, Md., was now in the "spotlight."

"Are you ready?," Ballard asked the 11-year-old.

"Are you there? Do we have a pilot?" he questioned again.

"Yc.s...s, sir," Sweeney stammered in a low voice.

"All right Nicholas, the control of the ROV is all yours, just take it nice and slow and move the joystick," Ballard cautioned.

Sweeney, sitting at attention and motionless, assisted by a Jason pilot, tentatively moved the joystick to guide the ROV around rock formations, over reefs and through



Photo by Patricia Swift

schools of fish, using extreme caution and making sure he didn't wreck the ROV.

"Good driving, real smooth. How are you doing?" Ballard asked Sweeney. "How do you like driving the ROV? Is it like Nintendo?"

"Fine!" Sweeney blurted out continuing to look straight ahead as he drove the ROV.

"Oh no! What was that?" Sweeney said, losing his breath and attention span for a few seconds.

The students in the auditorium gasped. "Watch it! Look out!" a student yelled. "You're going to crash," another student echoed. "Move! Move the thing!" a third demanded.

"Bring it up! Now, Now! Pull back on the joystick. Hurry! To the left!" Ballard said in a stern but kind way. "Quick! Watch the rocks! Box left. More, more, good job! You just missed shredding the sea lion. I guess he wanted to make his debut also," Ballard said jokingly.

"Well, is it exciting?" Ballard asked.

"Yeah, exciting," Sweeney said in a monotone voice, paying particular attention to every move of the joystick and blocking out all interference.

"Wow, that was great, real awesome!" said the Australian-born Sweeney, after he was instructed that his mission was over.

"I think I want to do this someday. Thanks, Dr. Ballard," added Sweeney, as he turned to leave the stage.

"Oh, wait," the moderator of the project yelled.

"Could I get your autograph now, so I can say I knew you when?"

Just as Jason found the Golden Fleece, the Jason Project students found even more — the joy of knowing what high-tech telecommunications can achieve between land and water. And as a science teacher from Stony Point Elementary School, Charlottesville, Va., said, "I always knew learning could be fun." □

Swift is a staff writer for All Hands.



The colors of medicine

Forrestal's *medical lab keeps crew "in the pink"*

Story and photos by JO1 Robert F. Pailthorpe

It is probably the most colorful work center aboard the aircraft carrier USS *Forrestal* (CV 59).

Small dropper bottles containing aqua blue, sunshine yellow, royal purple, lime green and burnt orange liquids rest on a refrigerator shelf next to a stand of test tubes filled with crimson red blood.

In one corner rests a paper test strip dotted in the colors of the rainbow. Another cooler holds small petri dishes of cultures in soft and dark brown and various hues of red. A burner atop a stainless steel counter heats small wires to a molten orange.

In contrast to the gray of a Navy ship, their shop is indeed colorful — and potentially deadly. This is the world of the medical department's laboratory.

Living and growing in the multicolored petri dishes and test tubes that are spun, heated, cooled and shaken are the germs which make *Forrestal's* crew sick. It is the mission of the three lab technicians to identify the "bugs" — a job they do with all the professionalism, precision and care of the television character "Quincy."

"We wash our hands regularly and wear gloves to avoid coming in contact with samples," said Hospital Corpsman 2nd Class Ivan C. Greene. "The rest of the personal safety procedures come from common

sense. For instance, some cultures can be identified by their smell. That means not putting my face directly into the dish, but indirectly getting a whiff of the sample."



Almost every illness requires some type of culture. "Small in comparison to shore-based medical laboratories, we can nevertheless run most of the basic but essential tests," said HM2 Geraldo M. Ramos, the senior lab tech. "From blood

alone, we can determine the actual, total red blood cell percentage that makes up a person's whole blood. If it's a high percentage, the person may be dehydrated; a low number and he may be anemic. We can also determine red and white blood cell counts."

Ramos said sailors who use sick call help them track potential problems throughout the ship. "The guys who come down to medical at the first sign of not feeling well are a great benefit. Not only do they get prompt treatment, but if we see a pattern emerging, we can start developing a standard treatment program. The individuals who wait for medical attention until they're ready for a 'death bed' do a great disservice to their shipmates, as well as themselves."

Two areas of interest are *Forrestal's* Walk-in Blood Bank Program and the contraction of sexually transmitted diseases (STDs).

Since the carrier is unable to store blood on board, sailors are prescreened, walk-in donors; on call 24-hours-a-day in case of an emergency. "We currently

have 250 members," said Ramos. "That's 50 above what we are required to have." □

Multicolored test strips help corpsman striker FN Maxwell Taylor identify the content of urine samples.



The threat of contracting AIDS has brought new awareness of the deadly disease and the need for protection from all STDs. According to Ramos, there is a significant drop in the number of STDs while on deployment because most sailors are more careful and feel a greater need for protection while overseas.

The lab tech's knowledge of microbiology — germs, bacteria and other little bugs unseen by the naked eye — is impressive.

"We have two techs who attended basic lab school, which is three months [long], and all *Forrestal* corpsmen are routed through the lab at one time or another for training,"

said Ramos, a graduate of the year-long advanced lab school.

Keeping track of more than 1,800 tests each month is a big job and an enormous responsibility. "We also conduct lab tests for the other ships in the battle group," Ramos said. "Each patient is treated with respect and dignity. When dealing with bodily fluids, what has become routine for us is often an embarrassing situation for the patient. We also realize that the individual doesn't feel well — a genuine smile and a little care goes a long way."

Like refined and knowledgeable investigators, the corpsmen of *Forrestal*'s medical lab work day in and

Above left: Human blood is placed in petri dishes when growing specimens. Top: Clicking away on a manually-operated counter, HM2 Gerald M. Ramos counts read and white blood cells. Above: Small bottles filled with chemicals are used to identify blood types.

day out with potentially deadly and infectious samples. The three techs don't wear rose-colored glasses when it comes to what they're handling — it's simply a matter of mission — a goal and desire to find the bug and have the patient back "in the pink" as soon as possible. □

Pailthorpe is assigned to the public affairs office, USS Forrestal (AVT 59)



A bout with death

Early detection saves a sailor's life

Story and photo by J02 Mitch Holmes

Cancer sends its victims through a series of life-and-death battles in which the disease often emerges victorious.

One victim turned victor is Lithographer 1st Class Mark Campbell, who is assigned to the print shop at Supreme Allied Commander Atlantic, Norfolk.

"When a doctor tells you that you have cancer, fear hits you," the 19-year Navy veteran said. "At that point, you figure your life is over." But when the same doctor tells a patient the cancer is now beaten, the patient's emotions are just as intense.

Campbell's six-year odyssey with thyroid cancer began in 1984 when he woke up one morning with a stiff neck.

"It was like I might've slept wrong," he said. "I just didn't feel quite right."

A physician's assistant at Sewell's Point Medical Clinic found a lump in Campbell's neck. Several visits to various specialists followed.

When he visited the ear, nose and throat clinic at Portsmouth Naval Hospital, a steady stream of doctors, from lieutenants to captains, examined, felt and poked around his neck.

"As the ranks got higher, I began thinking that this lump was something serious, but I still didn't really know," Campbell said.

When the captain examined the lump, he ordered a biopsy to determine if it was cancerous. It was.

"It was kind of a fluke since I have no family history of cancer . . . and I didn't fall into the typical risk group," he said. "My doctor told me my cancer was a good one. That

sounds crazy, but thyroid cancer, more often than not, is a slow-growing cancer."

That didn't make the news any easier.

After discussing medical options with his doctors, he decided to undergo surgery to remove his thyroid and any cancerous lymph glands. "The doctors were great. They gave me straight answers, and

After undergoing radiation treatments after surgery and release from the hospital, Campbell was examined every six months. His second visit, which included a radiation scan, revealed more cancer.

"I knew there was a possibility of reoccurrence. Because of the success of the first surgery, I chose surgery again and immediately called the doctors I had before and asked them to do the second surgery."

The second procedure lasted six hours and removed the lymph glands on the left side. The cut was a mirror image of his first incision.

But his battle wasn't over. During one of his follow-up examinations, a growth was detected in his chest. Doctors were unsure of the lump, so Campbell underwent a third surgery to remove it.

"Fortunately, the growth was benign," he said, smiling.

In April 1991, after six years of surgery, biannual examinations and annual radiation scans, doctors officially proclaimed Campbell "cured."

"If a cancer patient shows no signs of cancer after five years, the cancer is considered in full remission," he said. "When I went in for my fifth scan, I was nervous. The test didn't show

any small cancer growths. That indicated we caught it early enough, so I can essentially say I'm cured of cancer."

He added, "It's a good feeling. I was feeling good when I took the scan, but I'm feeling great now." □

Holmes is assigned to the public affairs office, Supreme Allied Commander Atlantic, Norfolk.



L11 Mark Campbell scrapes ink buildup from a duplicating machine. He sports a beard — not normally allowed in the Navy — after two thyroid cancer surgeries left his skin too sensitive to shave.

that helped me tremendously."

The surgery took more than 11 hours. The incision began behind his right ear, down his neck, across the top of his chest and ended behind his left ear. The surgeons removed all his lymph glands and the jugular vein on the right side of his neck. "I woke up the next morning and looked like Frankenstein," he said.



Eyes of the storm

Helping the Navy see today for sea tomorrow

Story and photos by JO1 Steve Orr

It isn't your typical Navy work center. Stacks of trays, containing lenses, frames and order sheets, form miniature skyscrapers throughout the large, open building. Each pair of lenses, checked and double-checked to ensure the prescription matches the order, waits its turn for the edging machine. A score of specially-trained hospital corpsmen quickly and efficiently fit the lenses into plastic and wire frames, then speed the completed glasses to the mail room.

Welcome to the Naval Ophthalmic Support and Training Activity (NOSTrA), located on the Yorktown Naval Weapons Station north of Norfolk. NOSTrA is one of the few factory-style Navy commands.

Here more than 100 hospital corpsmen, trained on-site as optical technicians, process all DoD eye wear orders for military commands east of the Mississippi River to the

Indian Ocean. The associated 26-week optical technician "C" school is also located at the site.

The Army cares for all eye-related matters west of the Mississippi to Asia and the Pacific, from a similar production facility in Colorado.

"Our [Navy] facility is one of the very few large-volume wholesale laboratories on the East Coast," said HMCS Michael Salyer, NOSTrA's command senior chief and director of production. "We run a full-service lab that provides all types of specialized ophthalmic eye wear, including flight glasses and gas mask inserts. However, we're not like a commercial vision center because of the volume of work we do."

Under normal conditions, NOSTrA sailors, mostly senior second and first class hospital corpsmen, can receive, process and mail out nearly 1,500 orders for glasses a day. "We [cater to] downed pilots —

those who can't fly because they've lost or broken their glasses, or whose prescriptions have changed," Salyer explained. "We [cater to] recruits without glasses. We make and process those orders immediately and send them out the same day."

NOSTrA uses a computerized system which allows clinics to send prescriptions by modem. Orders are also received from up to 1,800 military accounts through the fax, by telephone, overnight delivery and regular mail.

Each order entered into the computer system is assigned a bar-coded tray. Lenses and frames are pulled from stock control. Some prescriptions can be filled from the existing inventory, so those orders go directly to finishing, where they are cut and

HM2 David Gonzalez mans the eye clinic at Yorktown's branch medical clinic, across from the Naval Ophthalmic Support and Training Activity.



HM2 Terry Fonville marks the optical center of a lens, a practice learned at NOSTra's "C" school.

fit into the proper frames. However, many lenses must be curved, or cut to match a required prescription; those are sent to grinding.

Plastic lenses are curved using a computerized machine called a generator. The generator shaves each lens using diamond-tipped blades. Lenses are then polished and sent to finishing. All along the way, technicians continually perform quality checks in each step of the process.

"Our mission is to send out a quality product," said HM1 Michael Brennan of the finishing department. "We have, throughout the building, 16 different areas identified as potential quality circles. The emphasis is making sure the customer gets a better product and gets it in a timely manner."

NOSTra's product, although of exceptional quality, hardly qualifies as a fashion statement. "We provide functional eye wear to the service person, with emphasis on the word 'functional,'" said CAPT W.W. Smith, the optical facility's commanding officer, admitting that cosmetic appearance is a low priority. "There are certain things taken into consideration when determining the standard frame," he explained. "From the aspect of production, wire frames take longer to fabricate. They must be assembled individually. Plastic frames are easier to manufacture and are more durable."

"This can be a repetitive environment," admitted Salyer, "and it's easy to lose sight of our hospital corps training. We've set up a training program with the branch medi-

cal clinic next door, where our junior corpsmen work on a regular basis."

Aside from eye wear, NOSTra trains its people in emergency vehicle operation, providing ambulance coverage to the entire weapons station. They also contribute support for the base's radiation contamination team. "We try diligently to put our people in a training environment, where they can at least keep their hands in other areas of the rating," Salyer said.

"It's very important for our people to realize that although they work in a factory-type environment, they're still corpsmen. You can sometimes lose track of the issue when you are surrounded by stacks and stacks of trays."

"You have to maintain an upbeat attitude," said HM2 Diane Powell, who works in final inspection. "You have to realize that at the end of the assembly line, there's a patient waiting for his glasses."

"It's hard to compare what we do to that of a hospital environment," Salyer interjected. "At a clinic, a patient comes in, you treat him and you can see the immediate result of

Navy "See" school teaches corpsmen optics

When an avalanche of orders for eye wear threatened to bury the Naval Ophthalmic Support and Training Activity (NOSTra) during Operation *Desert Storm*, NOSTra turned to its optical technician "C" school for help. The skills used to craft military eye wear are available to Navy hospital corpsmen at the Yorktown Naval Weapons Station-based school. "Students go through a 26-week training course to gain the optical technician classification," said HMCS Michael Salyer, NOSTra's command senior chief.

The course covers the full range

of optical services, including lens grinding, spectacle fabrication and ophthalmic dispensing. "The course is math-intensive, so all of our students either have a background in math or must take a correspondence course to make it through the school," said HMC James Kent, director of training.

The first three months of the school are spent in the classroom. As classes progress, students enter the course's practical phase, applying what they've learned with hands-on exercises. "There are several required jobs involving lenses that need curving and lenses that

are already finished," said Kent. "As they complete these jobs, they are given a final walk-through job, which includes surfacing the lens and preparing it for the customer."

When these assignments are finished, students are sent to area clinics for a week of real-world application. "Students are then rotated out to the NOSTra production line to give them exposure to a high-volume laboratory environment," Kent said.

After graduation, the newly-trained opticians can either continue working at NOSTra or be assigned to naval eye clinics. □



what you've done. The people at NOSTrA look at their work in the long term."

One way NOSTrA brings its people together is by fostering a sense of camaraderie. "If you walk around the building, you can see some indication of how much these people feel like they are part of this command," Salyer proudly exclaimed.

The togetherness of the NOSTrA family was put to the test during Operation *Desert Storm*. During the war, NOSTrA received, processed and mailed more than 431,000 sets of eye wear, an 88 percent increase over normal production.

"I think we were instrumental in putting forces in the Persian Gulf during the crisis," Salyer said. "There was specialized eye wear we had to manufacture for the reserve forces, which they did not rate until called up to active duty.

"[Reservists] sometimes had just five days to process," continued Salyer. "We were taking literally thousands of faxes and overnight deliveries every day, turning them around in 24 to 48 hours and shipping them out again."

"The day-to-day peacetime operation of NOSTrA is merely training for times of war," said Smith. "These people did more than a year's worth of work in an eight-month period."

"We shifted [our work schedule] to six days a week because I wanted something we could maintain for a

long period of time," Smith said. Students attending the optician school were also pressed into service to meet the increased workload.

"I've never seen the morale higher than during the war," Smith added.

Like most military commands, operations at NOSTrA returned to normal after *Desert Storm* ended. Attention shifted to improving the quality of customer service in light of a continuing draw down. "The military, no matter its size, will always need glasses," said Salyer. "There will always be a military mobilization contingency requirement; we're always going to need to be ready to go to war."

Placing full-service optical shops on Navy vessels is one way NOSTrA is trying to fill the requirement. "Without optical support in a theater of battle, the only way to get a pair of glasses is through the mail," Salyer said. "Technology has advanced enough in the last five years that we can put lens-grinding equipment on a ship. With this technology, we can put a sailor or soldier back into combat in a matter of minutes." An optician assigned to a ship or a field hospital could carry out normal hospital corpsman duties, in addition to making glasses.

After two successful test runs on USS *Dwight D. Eisenhower* (CVN 69) and USS *Theodore Roosevelt* (CVN 71), a billet for an optical technician was added to each aircraft carrier. It was a blessing for the



Left: HM1 Richard Stout lays out lenses to be marked, in preparation for the curving process. Above: NOSTrA's "C" school boasts a fully-functional spectacle fabrication laboratory.

specialized classification. "When you look at the limited sea/shore rotation for opticians, they were in a closed-loop NEC [Navy enlisted classification]," Salyer said, "There really was no sea duty. Now we have 13 sea-duty billets.

"I'd like to see us move closer to the fleet. In today's work environment, service to the customer is a priority," continued Salyer.

Updating existing computer software to speed the electronic receipt and processing of prescriptions and the use of lighter, more durable materials like polycarbonates, are just two more ways NOSTrA is looking to improve the quality of its service.

"It's my philosophy that we need to be on the cutting edge of technology," Smith said. "While we don't have the profit motive like corporations in the civilian sector, we are still a business with customers. We're using the taxpayer's dollar and need to run as efficiently and as cost-effectively as possible." □

Orr is assigned to NIRA Det. 4, Norfolk.



Hearing-impaired help the Navy see

Story and photo by JO1 Steve Orr

Like hundreds of other military facilities across the world, sailors at the Naval Ophthalmic Support and Training Activity (NOSTrA) work side-by-side with civilian employees to accomplish the command's mission. Unlike most commands, however, Navy supervisors at NOSTrA use sign language to communicate with some of the individuals on the civilian work force. More than 20 of NOSTrA's civilian employees are hearing-impaired.

"A few years ago, the management at NOSTrA decided the laboratory needed to hire more workers," said Senior Chief Hospital Corpsman Michael Salyer, command senior chief. "The work didn't require optical training, just physical dexterity, like applying and removing pads to the lenses."

The command contacted the Virginia Department of Rehabilitative Services (DRS) and hired four people classified as handicapped, as general ophthalmic production workers. "It worked out very well, despite the obvious communication problems," Salyer said. "Since then, we've expanded our handicapped work force to 23 people."

To deal with the communication problem, NOSTrA initially hired an interpreter. "It was the first step,"

HM1 Michael Brennan learns sign language, used to communicate with NOSTrA's hearing-impaired civilian work force.



explained Salyer. "The interpreter would come in as needed, and it worked out for a while. But as time progressed, someone asked, 'Why don't we teach the managers to communicate with these employees?'"

To meet these needs, NOSTrA began signing classes. "We contracted with an interpreter to teach the American Sign Language (ASL)," said Salyer. "ASL is not what most of our hearing-impaired people use to talk to each other, but it's the easiest to learn and they all understand it."

"Now our managers can communicate — on at least a limited basis. The class is not very advanced — it's basic, very rudimentary — but at least it shows our deaf population that we care about communicating with them."

HM2 Douglas Inklebarger said communicating with the deaf is a continual learning process. "If you want to say something to a hearing-impaired person, they read more than just your hands. They can pick up the way you express yourself from your facial expressions," he said. "Before the classes, it was hard for me to talk to someone without writing everything out word-for-word. Now I can finger-spell the words if I have to."

The effort to communicate better with its hearing-impaired people is appreciated by NOSTrA's handicapped employees. "Although I haven't had any significant difficulty communicating with my supervisors, their efforts to learn sign language is having a positive effect on the other deaf employees," signed Penny Cecil, a production worker. "I can say I've been able to communicate with the supervisors on a more complex level than in the past."

Another deaf worker agrees. "The improved communication has helped improve my performance and awareness of my responsibilities," signed Daisy Porter, who works in NOSTrA's mail room. "I have a better understanding of the overall job picture. It helps ensure a better work atmosphere with my peers."

NOSTrA has earned praise for its work partnership with the handicapped. "They are the largest federal employer of deaf people on the Hampton Roads peninsula," said Christine Day, rehabilitation counselor for the deaf, at Virginia DRS. "They've gone overboard in making opportunities available to their hearing-impaired employees, especially concerning communication. When I make presentations to other companies and corporations, I use NOSTrA as an example of how well deaf people can work in an industrial environment." □

Orr is assigned to NIRA Det. 4, Norfolk.



A precious gift

Donating a second chance to a stranger

Story by JOC Walton Whittaker, photos by JOC Gwyneth Schultz

Matthew Glaser was less than 20 years old when he made one simple, ingenuous decision that changed his life.

Actually, he had more immediate concerns in December 1989. He was studying for final exams at the University of Maryland on his way to a degree in government and politics.

On the spur of the moment, he volunteered to pass out pamphlets seeking help for a teenage girl, a stranger, who needed something

called a "bone marrow transplant." This deed would not take much time. Besides, it was a break from the academic routine — that was all.

"To be quite honest, I knew nothing about [bone marrow transplants]," Glaser admits. "But after reading the pamphlet, and realizing how this technique had saved people, it got me interested."

Glaser had no idea how his life and that of another would end up being affected by a few words in a bro-

chure. His interest prompted him to be tested. He had four tablespoons of blood tested to see if it matched any of the thousands of dying people anxiously waiting for a transplant.

After the initial test, "I was told I was not a match for the girl we were trying to help," Glaser says. "But I was a preliminary match for another individual" — a 34-year-old man, whose name was withheld.

In April 1990, after a second test to substantiate the first, he learned he was a near-perfect match and was asked if he would donate. He agreed. However, he had reservations and concerns regarding the procedure.

"I hate pain terribly," he confessed. "I knew there would be some discomfort. I asked about anesthesia and complications because there are some risks, although the risk factor is very minor. When it came time, there were no surprises."

The road to changing Glaser's life turned quickly. "I was actually excited; I talked to my parents. There was this person who was definitely going to die, and I alone could save his life."

The degree in government and politics did not seem as important to him now.

At 7:45 a.m., July 5, 1990, Glaser was wheeled into an operating room at Georgetown University Hospital. In another state, the waiting recipient teetered on the very edge of life — his immune system destroyed; his hopes and those of his family centered around a college student who was, at that moment, under a local

Volunteering to help a stranger, Matthew Glaser made a decision that changed his life when he agreed to donate his bone marrow to a dying patient.



CAPT Robert Hartzman is head of the Bone Marrow Registry Program at the Naval Medical Research Institute, Bethesda, Md. He has launched an ambitious program to find donors for bone marrow transplants.

anesthesia, debating the merits of the Boston Red Sox with a surgeon extracting bone marrow with a needle. One hour and 15 minutes later, a bag of Glaser's marrow was aboard an airplane.

CAPT (Dr.) Robert Hartzman, head of the Bone Marrow Registry Program of the Naval Medical Research Institute, Bethesda, Md., and head of the C.W. "Bill" Young Marrow Donor Recruitment and Research Program, described how the transplant proceeded once the bone marrow was received.

"It is the most difficult medical therapy because you have to eliminate any blood-forming ability, putting the patient at great risk. The immune system must be destroyed with chemotherapy before the transplant can take place. That means for two to three weeks before the graft takes, the patient must be kept in a sterilized environment because of the risk of infection.

"An additional problem occurs once the newly-transplanted marrow begins to function. Many patients at this time develop graft vs. host disease, the new marrow causing an immune reaction against the patient's body. If the reaction is strong, anti-rejection drugs are used. The closer the match between the patient and donor, the less chance of graft vs. host disease."

Two weeks later, Glaser was playing tennis and felt happy about the experience after feeling only minor discomfort in his lower back for several days and having trouble getting in and out of bed following the procedure.

"This used to be a treatment of last resort," Hartzman said, "the therapy for desperate cases. In the 1970s, success was rare since the patient was in an advanced stage. Now it is being used much earlier with better results."



That is good news to those suffering from what a few years ago was looked on as fatal and nearly hopeless diseases. Nearly 16,000 Americans each year are afflicted with fatal diseases such as leukemia, aplastic anemia or 58 others with names that might as well be Greek as far as most of us are concerned, not found in your average computer spell-checker. That includes about 200 people a year in the military.

The national registry, kept at the University of Minnesota, has grown

"Donating bone marrow is an opportunity one person has to save a life, to be a hero."

to 330,000 people with 40,000 added during a major push when Operation *Desert Shield/Storm* was underway — many of them military members and their families.

The fact that some nerve gases, such as mustard gas, can kill bone marrow caused many people to register for the program. Any threat of war makes the bone marrow donor program important to soldiers and sailors.

Fern Ingber, director of the C.W.

"Bill" Young Marrow Donor Recruitment and Research Program's Donor Center, a national program under the auspices of the Navy, also directs operations for the National Marrow Donor Program for states in the eastern half of the United States.

Ingber works with the severely disabled and knows firsthand about the concerns and changes accompanying donors and recipients — dramatic concerns, changes that succeed or fail.

"Donating bone marrow is an opportunity one person has to save a life, to be a hero," she said. "It is not often that any of us get a chance like that.

"Some donors have a fear of contracting AIDS," Ingber said. "Actually, we use only sterile needles and we use them once and discard them. Some people fear they are going to lose a part of their bone permanently. In fact, marrow is a thick, blood-like substance that is completely replaced by the body."

The procedure is fairly simple, but it can make all the difference in the world to the critically ill patient. It was the simplicity that really struck Glaser.

That realization had also struck someone else full force five years before Glaser. Florida Congressman C.W. "Bill" Young was elected to the House of Representatives in 1970 and has served on Capitol Hill ever since. He had friends in Florida

Saving a life — it's up to you

Story by JOC Gwyneth Schultz

whose 10-year-old daughter had leukemia and needed a marrow transplant to live. She didn't get it. There were no donors. She died.

Distressed by what he had witnessed, Young returned to Washington, D.C., and, supported by families of such victims from across the country, pushed for legislation to establish a national donor program with donors listed on a computerized registry. He considers it one of his finest accomplishments.

In 1985 the National Institutes of Health (NIH) was urged to start a registry to match potential marrow donors to those critically ill patients needing the life-saving fluid. They turned it down. Young got the funding in the 1986 Defense Appropriations Bill for the program's only willing sponsor — the Navy.

Navy officials developed plans for the registry and saw the program through its first few years, from concept to reality. In late 1987 the first marrow transplant from a registered donor occurred. In 1989 NIH assumed responsibility for the program from the Navy and now runs it as a non-profit organization.

One month after Glaser donated his marrow, he got the news from a marrow donor official. Sitting down, face to face, he was told that the patient, despite the therapy, had died. It took a moment to sink in, but Glaser had long since changed.

"I knew it might not succeed," he said. "But if I hadn't done it, I would have had the burden of always knowing that I did nothing to help. I couldn't let that happen."

As Hartzman said, "It's like jumping into a pool of water where someone has fallen in and is drowning. You do your best to save them."

Today, Glaser works for the National Marrow Donor Program. He has now graduated — in more ways than one. □

Whittaker is assigned to Bureau of Medicine and Surgery, Washington, D.C.

Matching bone marrow donors to recipients is a multistep process. First, a blood test is performed to identify a person's human antigen leukocyte (HLA) type or "tissue type." Once the HLA type is known, this information is then entered and maintained in a data bank. When a data bank researcher from the National Marrow Donor Program identifies a match, the individual is contacted for additional tests and to make a final decision about becoming a donor.

If you want to be a donor, that's great, but potential donors have the legal right to withdraw at any time. However, once a match has been made and the patient has started the radiation or chemotherapy treatment required for marrow transplant, there is no turning back. At that point, there is a moral obligation to proceed, as the patient would almost certainly die without the transplant.

Marrow is collected during a hospital procedure performed under general or spinal anesthesia. The procedure lasts about 45 minutes. Using a syringe, approximately 3 to 5 percent of the donor's marrow is extracted from the pelvic bones. Typically, an overnight hospital stay is advised. The donor's body replaces the marrow naturally within a few weeks.

Donors typically experience discomfort and tenderness for a day or two, depending on the person. Most donors are back to their usual routines after a few days.

To date, no donors have experienced any long-term adverse effects; yet, as in any medical procedure, a certain amount of risk exists, primarily associated with the use of anesthesia. However, the risk is very low.

All costs associated with marrow donations are charged to the recipient or to the recipients' insurance

company. Some donor costs, such as initial HLA-typing, child care or loss of salary during the marrow donation procedure and recovery period may not be covered. As a military donor, all costs for the tests and HLA-typing is covered through congressional funding. Other costs, such as child care, are covered through the recipient's fees. Because the donor is very special and considered a hero in the program, special efforts are made to make sure the member is taken care of. The military spouse or close family members are put in a hotel near the center where the procedure will take place.

After the marrow is collected, it is immediately transported to the recipient's hospital. The patient will either receive the marrow immediately or after it has been processed to better prepare it for the transplant. The patient receives the transplant intravenously, in a procedure similar to a blood transfusion. There is virtually no pain during the transplant.

Generally, donors do not meet their marrow recipients. Donors are told about the recipient's condition and are welcome to contact the coordinator for updates. After the recipient has been discharged, if both parties independently wish to communicate, the donor and transplant centers can help coordinate arrangements.

Why donate? This can be answered only by each individual. There is no monetary reward, no plaque or medal. There is simply the satisfaction of giving another human being the gift of life.

For additional information about registering to become an unrelated marrow donor, please contact the coordinator at the nearest military medical center. □

Schultz is assigned to Naval Support Force Antarctica, Port Hueneme, Calif.



"Thanks for the memory"

A Marine remembers his "desert docs"

Story by Lance Cpl. Rich J. Musicant

Editors note: On Feb. 24, 1991, Lance Cpl. Rich Musicant was severely wounded by an enemy mortar round during combat operations in Operation Desert Storm. He was rescued by two Navy corpsmen who carried him off the battlefield and then stabilized him for transport to field medical facilities. On the mend and working as a staff writer for the Naval Hospital San Diego newspaper, the Dry Dock, Musicant wrote this story to show his appreciation for all Fleet Marine Force corpsmen.

For many Marines "Doc" is just a long-haired, pistol-toting sailor with a funny green bag. However, to any field Marine who's served with a corpsman, Doc is an indispensable part of the team, one who, for some unknown reason, loves "Jarheads" and will do anything to protect their lives.

A Marine unit without corpsmen is like a car without seatbelts.

Hospitalman Tony Martin checked me into 3rd Battalion, 9th Marines (3/9) in June 1990. He was talkative and, to say the least, charismatic. But Tony wasn't very good at drawing blood. He left a bruise on my arm which lasted two weeks. I didn't know it then, but eight months later he would personally yank me from the brink of death.

It wasn't long after my check-in that my unit deployed to Saudi Arabia. Shortly after arriving, our section received its corpsman, Hospitalman Rob Parcells, complete with Oakleys and a big bowie knife.

As a radio operator for our I5-man Dragon missile team, I spent most of my time with Doc in the headquarters element. We became close

friends in a short period of time.

Doc went everywhere with us. It wasn't long before he could do everything we did. Whether it was an M-16, M-249 or even the M-60E3, he could handle a weapon as well as any good field Marine. He also learned land navigation and radio procedures, and it wasn't long before he knew the Dragon anti-tank missile system inside and out.

As time went on, we started to conduct desert operations. We made tactical movements which went on for what seemed like endless miles. When we finally did stop, everyone dropped to the ground exhausted —

"A Marine unit without corpsmen is like a car without seat belts."

everyone except the corpsmen who dropped their packs and proceeded to walk up and down the line.

"I want to see every man pound down a quart of water, now," Doc would say. "I want to see everyone's feet, and then I want to see dry socks on them."

Officers, enlisteds and junior Marines alike, did exactly as Doc said. For the moment, he was in charge. Only after checking every pair of feet did he finally sit down and take a break himself.

As we drew closer to the impending ground offensive, we became anxious. One evening, as we shivered at an observation post, we talked about our fears and anxieties.

"I'm scared, too," Doc said to me,

"But I'll tell you this . . . we're in this together. And as long as I have a breath in my body, we're all going home."

On the night of Feb. 23, we boarded our vehicles and rode into history. The ground offensive was about to begin, and Marines were on the move. As always, right alongside us were our corpsmen.

It wasn't until late the next day that we made contact with the enemy. No sooner had we dismounted, when we saw Iraqi soldiers running towards us, hands high in the air. We had 20 prisoners and more approaching.

"It can't be this easy," I thought to myself as I ran toward a group of frantic Iraqis. I soon realized I was right.

There was a loud bang behind me, and suddenly I felt a burst of heat. I went tumbling across the sand. As soon as I came to a stop I tried to stand. My left leg gave out beneath me and felt as though it had fallen off. My ears were ringing, but I could still hear the vicious hail of automatic weapons fire all around me. The ground shuddered with the impact of what could only be incoming mortar fire.

My leg was shattered, possibly even gone. The radio on my back held me pinned to the ground; my rifle was trapped beneath me. As hot, wet sensations filled my lower body, I knew I was bleeding. The whole time I kept screaming, hoping and praying for help.

Suddenly, out of the chaos, came two corpsmen, Doc Martin and Doc Parcells. Despite the firefight which raged around us, Martin ran full speed to where I lay wounded.

He dropped to the ground in front

Lance Cpl. Rich Musicant (left) is joined by HN Tony Martin (right) and HN Rob Parcels during a ceremony awarding Musicant the Purple Heart.

of me and his eyes went wide. He immediately slapped a large battle dressing to my leg.

He yelled out for help, but everyone was involved in the battle. There was no time to wait. Getting to his feet, Martin grabbed hold of my web gear and pulled me up, throwing me over his shoulder, gear and all. Then he began to run for the medevac vehicle almost 100 meters away. The whole time I was begging him to put me down.

"Just hang on," he kept saying, "We're almost there."

As Martin laid me on the ramp of the vehicle, Parcels joined him. The back of his flak jacket and helmet were shredded from multiple shrapnel hits. Miraculously, he was unhurt. When he realized it was me, there was an instant look of shock on his face. Then the cool professional took over. Parcels went to replace the blood-soaked dressing on my leg. The moment he removed the dressing, his hands and arms were showered in a crimson spray. I tried to prop myself up to look at the wound. But before I could see it, Parcels pounded me in the chest with his palm, pushing me back down.

"Don't look at it!" he said. "If you look at it, I'll kick your ass." As fast as they applied the battle dressings, they became soaked with my blood. By the fourth dressing, Martin was ready to use a tourniquet. That would have stopped me from bleeding to death — it might have also cost me my leg. Parcels insisted they try one more dressing first. He placed it over the wound and pushed it in with his fist. Finally, the bleeding slowed.

The rest of the wounded were loaded up, and I was placed on a litter. The morphine was starting to take hold, and I was rapidly sliding into shock.

As the ramp started to raise, I yelled to Parcels with what strength



I could muster, "Thanks Doc, I love you man, you're the greatest. . ."

Grabbing my rifle he looked back at me. I saw his eyes starting to well with tears, "I love you too, Jarhead, I'll see you stateside."

It was a rough road ahead for me, and I'd later learn that I'd nearly died and almost lost my leg. My femur was broken and the artery had been damaged. But thanks to many Navy medical professionals I am walking again after only a few months.

Many Marines don't truly appreciate their corpsmen. They believe corpsmen only give shots and take

vital signs. But any seasoned field Marine will tell you how important the "Doc" is to the team.

I know I never would have made it off the battlefield that day if it hadn't been for my two Navy corpsmen, and I thank God every day they were there to save me. □

Tony Martin is now a Hospital Corpsman 3rd Class serving with the 3rd Assault Amphibious Battalion at Camp Pendleton, Calif. Rob Parcels, also an HM3, is currently attending Operating Room Technician School at the Navy School of Health Sciences in Oakland, Calif.



Exercise care

Balikatan '91: *Friendship in the Philippines*

Story and photos by PH2 M. Clayton Farrington

More than 300 members of the U.S. Armed Forces recently converged on the Republic of the Philippines to take part in the largest yearly joint exercise between the two countries, *Balikatan '91*.

While joint military exercises usually evoke images of multinational teamwork, camaraderie and friendship, *Balikatan '91* added "caring" to the list.

During this year's exercise, the work performed by military physicians and engineers of both countries to heal and rebuild the lives of Mount Pinatubo victims in the Luzon countryside largely overshadowed the normal military activity associated with the annual operation. As the opening ceremonies began at Fort Bonifacio, the Philippine military facility in Manila, the medical/civic action platoon was already in place at base camps in the

towns of Iba and San Clemente in Zambales province, and Fort Magsaysay, north of Manila.

Amid a sea of nipa leaves and tarpaulin roofs, two large buildings at the Palauig Evacuation Center near Iba served as medical and dental centers for more than 1,500 Mount Pinatubo victims. The doctors, nurses and interpreters inside helped nearly 800 people a day.

"We've pulled an average of three teeth from everyone who has come in this morning, young and old," said Senior Chief Dental Technician Henry Culty from the Naval Dental Center, Subic Bay. "It usually costs too much for these people to get their teeth pulled, so they

Top: LT Tina Key examines an elderly resident of the Palauig Evacuation Center near Iba, Republic of the Philippines. The camp, used by 1,500 Mount Pinatubo victims, is one of four that were the focus of humanitarian relief efforts.



Left: U.S. Army Pfc. Norman Carreaus (left) and Cpl. Gabriel Goma of the Philippine navy, help construct a municipal building for a new village.

learn to live with pain. It's nice that we can come here and alleviate that pain." Cuijty also has the daunting task of getting medical history and giving anesthesia to hundreds of patients.

CDR Lach Noyes from Okinawa took a break from the morning's busy schedule to take stock of the situation.

"The Philippine government did a good job building the refugee camp," he said. "We have yet to see anyone deathly ill. Most of the children seem fairly healthy — it's just a question of hygiene. It's been an excellent experience so far. The children are really beautiful."

"This is the opposite of having high-tech monitoring and everything at your fingertips to help these people," said LT Tina Key, a Navy nurse. "The Filipino people are so accommodating and nice, but communication can be a problem. So far, I've had interpreters to help me, and they are wonderful," she said.

"We had a similar mission last year, and it has always been a success — mainly because the medicines were

"We will work together for the common good of the people that are strong allies of the United States."

always effective," said 2nd Lt. Junior Pobre, a Philippine Navy nurse working alongside the Americans. In addition to medical relief, food for 20,000 people in the form of Meals-Ready-to-Eat (MREs) were distributed to the thankful villagers.

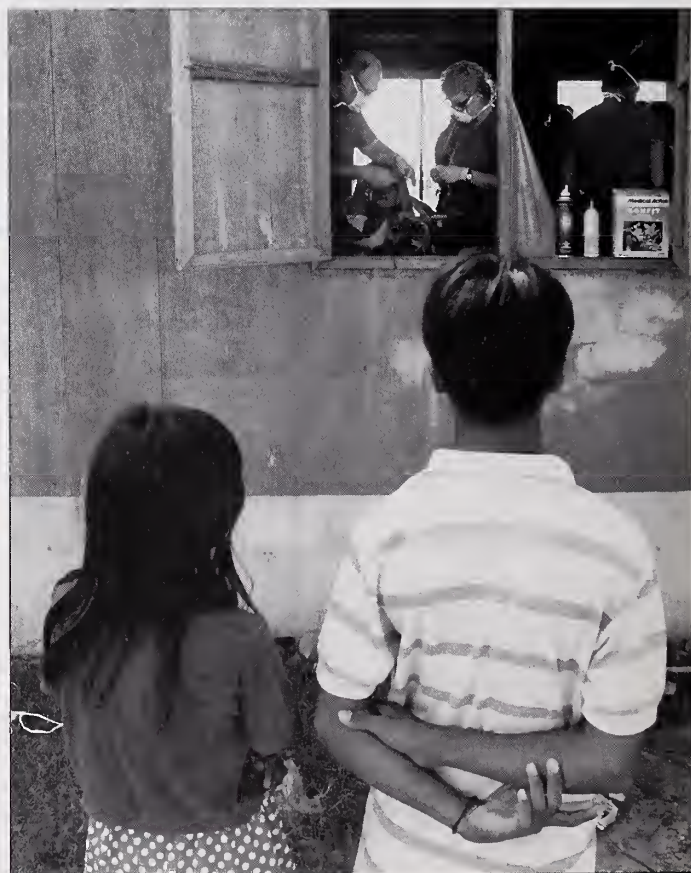
"We are grateful for what the American and Filipino military has done for us, and I can't wait to move into a new *barangay* [village]" said Julio Irellano, a *barangay*

councilor who had to flee his village during the June 1991 eruptions of Mount Pinatubo.

"The purpose of the exercise this year is to provide humanitarian assistance to displaced Mount Pinatubo victims. The total population treated will be around 26,000 people," said Army Lieutenant Colonel Anthony Hermes, civilian/military operations task force commander for the American side of *Balikatan '91*. "We will work together for the common good of people that are strong allies of the United States. We are fortunate to be able to come out here to provide services for the Philippine government and people."

Air Force Lt. Col. Barbara McColgan, a visiting Pentagon observer, had this to say: "The military provides a ready pool of people who have a lot of talent. These programs help our military train, prepare and work on things we have to do in a purely military environment. In fact, using the military for humanitarian and civic assistance may be the most important thing that we will do in the future." □

Farrington is assigned to 7th Fleet Public Affairs Representative, Subic Bay, Republic of the Philippines.



Right: Youngsters at the evacuation center watch a friend having a tooth pulled by the Americans.



Viewpoint

"All corpsmen do is skate"

Editorial by HM2 Mark J. McClellan

We at All Hands get to see nearly every base newspaper published in the Navy and Marine Corps. We frequently get ideas and leads for stories from these papers. The following article, a first-person account of everyday life as a Navy hospital corpsman, is such a feature. It first appeared in Marine Corps Recruit Depot San Diego's base paper, The Depot. — ed.

All you ever do is skate! You guys never do any work. I wish I had an easy job like yours!" We corpsmen hear those comments every day and put up with endless kidding about our "easy" job. I hope to clear up some of the myths about my job and just how "easy" it is at times. A machinist's mate once told me that if you did not have greasy hands, you were in a "skate rate." And we all know that corpsmen never get their hands dirty.

But just how easy is it being a hospital corpsman? Working around pain, suffering and, many times, death has never been easy for me. Here are some personal examples:

I had been a corpsman for two months when a 3-year-old boy died in my arms one Christmas Eve. He died of Tay-Sachs disease; an incurable illness that strikes only very young children. I was about to become a father myself.

A 38-year-old woman who had undergone several operations to arrest cancer lost the battle against that disease on her birthday. She left behind a husband and five children, the youngest was 18-months old. Her husband was a Marine Corps master sergeant.

I had pictured all Marines as "towers of strength" incapable of showing any emotion. When I saw him in tears that day, I realized that the men in our toughest fighting outfit were also very human, and that I was

ignorant in assuming otherwise. I had a lot to learn.

When I was assigned to the Marines, one of my first duties was with an ambulance crew. My first run was to a grenade range where a drill instructor and a recruit had been killed by a hand grenade. The scene was the most sickening thing I've seen to this day. There were some very lucky recruits though, because a heroic drill instructor gave his life so they would not be killed.

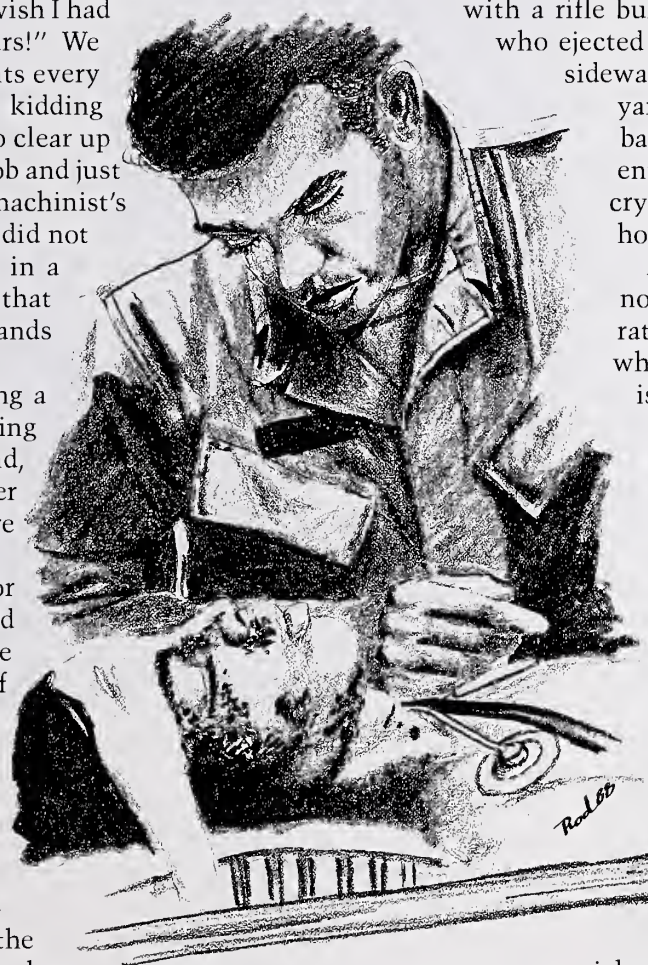
And then there was the recruit who ended his life with a rifle bullet through his head; the pilot who ejected from his aircraft when it went sideways and skipped like a pebble 300 yards down the runway, and the baby who was beaten by his parents because he would not stop crying. He died. I could go on, but I hope I've made my point.

Many people see us when we are not working. To tell the truth, I'd rather not have to work, because when I work, one of my shipmates is either sick or injured. Even though I have to accept it, I have never gotten used to seeing people hurt. If a person thinks a corpsman's job is "skating," why don't they try it? Grease and blood both wash off, but do you remember the times that your hands were dirty? I can recall every time I've had blood on my hands and even though it washes off, it's hard to forget.

I love my job, and I am proud of what I do. I put up with ignorant comments every day about my job, but to be called "Doc" means the world to me. Especially when a shipmate would rather see his "doc" than go to the dispensary.

So if I skate, or am out of work, it's your fault. (Keep it that way, please.) But, should you decide to bring business my way, I am ready and waiting to serve you. □

McClellan is a hospital corpsman at the MCRD Branch Medical Clinic, San Diego.





Climbing corpsman

Going that extra 300 feet to help someone

Story and photos by Bill Doughty

Picture the Super Dome — or any football field: 300 feet long. Now, imagine this distance straight up. That's how far Senior Chief Hospital Corpsman Esther Lee, an independent duty corpsman assigned to Naval Hospital Yokosuka, Japan, had to climb to provide assistance to a member of the Air Force's 1849th Electrical Installation Squadron in October.

Air Force Sgt. Tracy D. Brown, leading his team, was dismantling a tower at the Naval Radio Transmitting Facility, Totsuka, Japan, when the tactical crane rigging used to lower tower sections collapsed. The broken section smashed into Brown, fracturing his shoulder, a rib and inflicting numerous bruises and abrasions.

Lee was on duty at the one-person Totsuka Naval Branch Medical Clinic when a call came in: "Doc, we need you. Somebody is hurt and trapped on the tower," said an anxious voice. Lee grabbed her rescue bag and headed to the tower.



"You just mentally start a checklist of things you need to know," said Lee. "Was [the victim] knocked unconscious? Is he unconscious now? Is there active bleeding?"

When Lee got to the tower she looked at the patient with binoculars but was unable to make a good assessment from the ground. "That's when I made the decision to climb the tower," she said.

Was she afraid of heights? "That's the first question [the command master chief] asked me. I didn't know, but that wasn't a considera-

tion," she said. "Don't misunderstand, I did not want to climb the tower. But I wasn't comfortable staying on the ground, not knowing what kind of shape he [Brown] was in."

Lee was fitted with a climbing belt and briefed on safety procedures. Because of the patient's harness and his co-workers' careful procedures, further injury to Brown was prevented.

After the safety briefing, Lee began her ascent. "I never looked up. Looking down was not a problem, but I never looked up because I didn't

Opposite page: HMCS Esther Lee stands at the base of the tower she climbed to render aid. Right: Lee visits Air Force Sgt. Tracy D. Brown at the U.S. Naval Hospital, Yokosuka, Japan.

want to see how much farther I had to go."

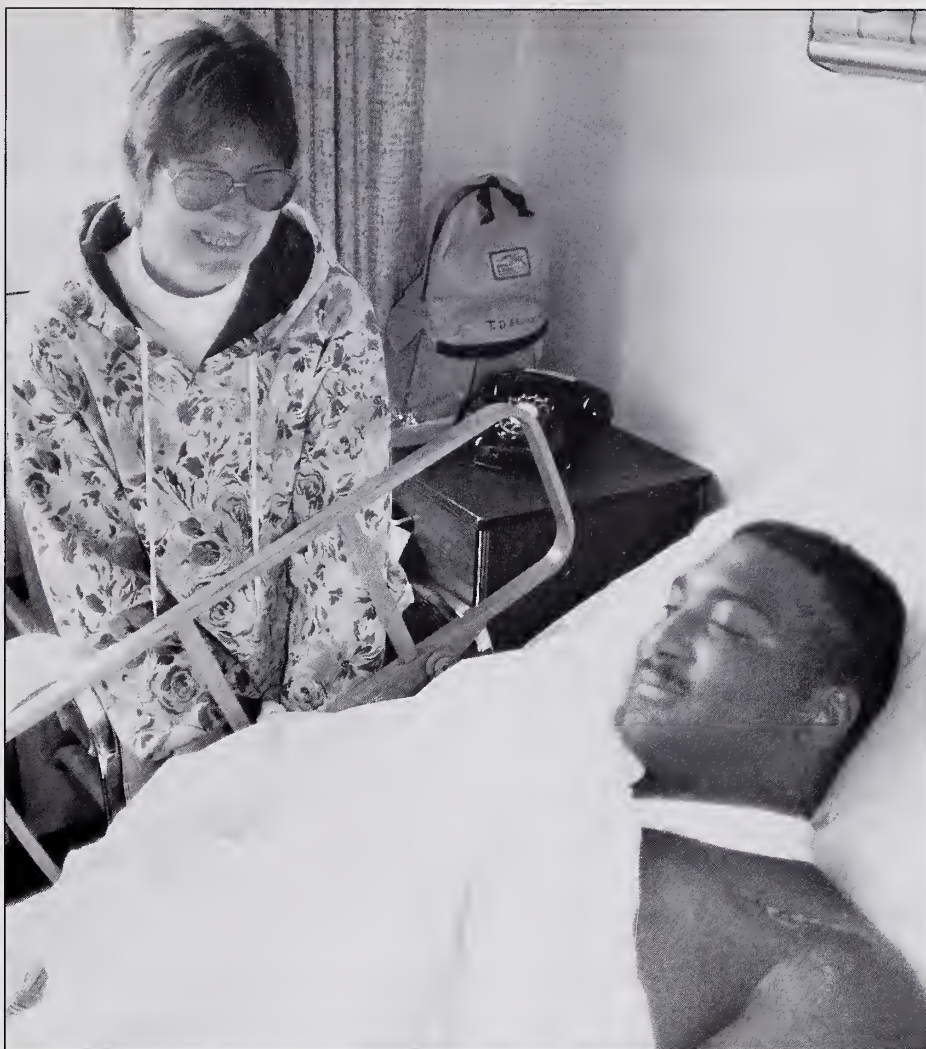
When she reached the patient, she quickly attached her safety strap and stayed hooked up. She tried to keep the patient talking to make sure he was not too "shocky" and to establish his level of consciousness. She used a knife to cut open his shirt, checked for open fractures and active bleeding, and did as good and as thorough an evaluation as was possible under less than ideal circumstances.

"He was doing very well, but he was in extreme pain and it would have been impossible for him to climb down," she said. Lee decided to bring up a Stokes litter (combat-style stretcher) by drawline and have the patient lowered by pulley. Because the platform was so small, the litter had to be propped up and Brown backed into it from a standing position. Lee immobilized him and put a cervical collar on him. She started her descent to meet the patient on the ground and "basically, to get out of the way."

She and the ambulance crew from the Atsugi Naval Branch Medical Clinic then made a thorough second assessment of Brown. The crew took his vital signs and determined that his injuries were not life threatening. Brown was then whisked to the U.S. Naval Hospital at Yokosuka, where he was admitted and recuperated.

After the ambulance was on its way to the hospital, Lee returned to the tower, looked up and thought, "My God, I was up there?"

Lee said she'll never forget the feel of the wind and the view, looking down on 10-story buildings. "You can see a long way from up there. You can see all over. Afterward was the shaky time. I still can't believe I climbed up that tower."



Later she said, "I'm glad I could be of assistance at a time when I was greatly needed. Every time you go through EMT (Emergency Medical Technician) training, in the back of your mind you think, 'I hope I never have to use this.'"

She tells junior corpsmen, "If you're lucky, you'll spend your whole time in the Navy without rendering life-saving support to anyone, but you must be prepared . . . and, I would add, maintain personal physical readiness." She credits her daily running and active fitness regimen with helping her climb the tower quickly and easily.

"After I came down, three different guys came over to shake my hand. They said, 'Jeez, Doc! We can't believe you did it.'" That night she went to Yokosuka to bowl in the weekly hospital bowling league and stopped by to check on Brown. In fact, Lee visited Brown several times

during the week immediately after the accident.

"She didn't think about the obstacles," said Brown from his hospital bed, as Lee stood by. "She has more courage than some of the people I work with, especially since she is not certified to do that type of work [climbing towers]."

"I've decided not to get certified," Lee added with a laugh.

"You're certified now," Brown said, looked up at Lee and added, "Thanks for being there. I don't think I would have made it . . ."

Military members — Air Force, Marines, Army, Navy — trust Navy hospital corpsmen. Lee said, "Even when you're in a situation when you're not doing something overtly for a person, the fact that you're there is a comfort." □

Doughty is PAO, U.S. Naval Hospital Yokosuka, Japan.

Bearings

Carl Vinson sailors' training enables child to save mother's life

A sixth-grade Bremerton Middle School (BMS) student in Bremerton, Wash., recently used cardiopulmonary resuscitation (CPR) and the Heimlich maneuver training she received just days before from USS *Carl Vinson* (CVN 70) instructors, to save her mother's life.

"A piece of meat was stuck in my throat and I couldn't breathe," said Sherry Yates, mother of 11-year-old Thyra Waltner. "Thyra asked if I was choking, and all I could do was nod my head."

"I pulled her up out of her chair and got behind her," Thyra explained, "and I did the Heimlich

maneuver. I knew what I was doing, but I was still scared."

After three attempts, the food dislodged and Yates was able to breathe freely again. "I'm kind of small, so Thyra had no trouble," Yates said. "I'm just thankful she was here, and I'm especially thankful she got this training."

The aircraft carrier adopted BMS in January 1991 as part of its community service program, and since then her crew has been involved in several projects to aid local youth. Thyra received her training as part of an effort by *Carl Vinson* sailors to get the entire BMS student body qualified to help save lives.

"This idea originated last year when our health teachers wanted to teach CPR to our eighth-graders," said Anita Gisi, a teacher at BMS and coordinator of the program. "Then, when *Carl Vinson* adopted the school and the [CPR training] mannequins became available, the program just took off. The kids here were really enthusiastic about the program from the beginning. Obviously the training was well received in Thyra's case."

Thirty *Carl Vinson* sailors volunteered to train the students during a three-week period, but at least one of them was surprised that the program worked exactly as designed. "I never expected a sixth-grader to really use the training," said Dental Technician 1st Class Joseph A. Phillips, one of the instructors who taught Thyra's class. "I thought spreading the knowledge and getting parents involved was more important than the training itself."

He was thrilled, however, to discover he was wrong. "I was in the school lunch line the next week, when Thyra came up and told me what happened," he explained. His



Thyra Waltner and her mother, Sherry Yates, share a special moment together outside their Bremerton, Wash., apartment.

HM2 Michael S. Reid receives the Heimlich maneuver from a Bremerton Middle School student. Reid and about 30 other USS *Carl Vinson* personnel helped qualify the entire student body in CPR.



job that week was to teach the seventh-graders what the sixth-graders had already learned. "One person using that training makes all the effort worth it. It's such a joy working with kids."

LT Gary L. Hatfield, *Carl Vinson's* physician's assistant and an instructor supervisor for the training program, feels this type of training is very important. "I've been doing this for 10 years, and I teach with the idea that the students are going to use this training on me. If I teach with that in mind, they are sure to pass the course. This is no joke."

According to Yates, Thyra was excited about receiving CPR training even before the classes began, and she was ready to prove its worth when the crucial moment arrived. "She had seen the Heimlich maneuver done before, and said if anything ever happened to me she would know what to do," Yates explained. "We just didn't expect it to happen so quickly." ■

Story and photos by JO2 Ray Mooney, USS Carl Vinson (CVN 70).

Bearings

Medevac of pregnant woman saves both mother and child

Thanks to the efforts of a search and rescue (SAR) crew from Helicopter Combat Support Squadron (HC) 5 at Naval Air Station Agana, Guam, there's a new life on the nearby island of Rota.

One night last September, doctors from Rota called the Coast Guard Rescue Center requesting emergency transportation of a patient. Shirley Villanueva, 34, was having serious complications with delivery of her unborn child — the baby was positioned in such a manner that it could possibly strangle itself on the umbilical cord. Hours of labor were taking their toll on both mother and child. Without the services of a large medical facility, the baby probably wouldn't live.

The rescue center relayed this information to HC 5 along with a request for a SAR crew and helicopter at 10:30 p.m. In less than 15 minutes, HC 5 was buzzing with activity as pilots, air crewmen, a SAR doctor and a corpsman prepared for their lifesaving flight.

Weather was bad. The cloud ceiling was about 800 feet and dropping steadily. Torrential rain only made matters worse.

Hospital personnel in Rota wanted the patient taken to the Commander Naval Forces Marianas Islands hospital on Saipan, but after a telephone consultation between the hospital, SAR doctor LT Brad Nordyke and helicopter commander LT Danny Jaffer all agreed it was in the best interest of mother and baby that they be taken to the naval hospital on Guam.

Nordyke made all the necessary arrangements between hospitals. Meanwhile, rescue air crewmen Aviation Machinist's Mate 3rd Class Richard Payne and Aviation Structural Mechanic (Structures) 2nd



Class Jorge Quiroz, rescue swimmer AMS3 Arthur Durning, Hospital Corpsman 1st Class David Constantine and maintenance personnel readied the HH-46D *Sea Knight* helo for launch. They departed for Rota on their mission of mercy, code-named "Rescue 00," under decreasing weather conditions.

"It was essentially an instrument takeoff," said Jaffer, "something we practice a lot at sea, but not that much on shore. We planned to go up to 2,300 feet, but with the cloud layer much lower than that, we decided to stay around 1,600 feet where we could still see some [of Guam's] lights."

With the help of Guam approach control, the crew was able to spot Rota 20 minutes after takeoff.

The next concern was the intended landing area in Rota. The hospital staff there didn't want to risk transporting Villanueva across the island to the airport. They requested the helo land in an unlit field near the hospital.

Safe and sound, the proud mother, Shirley Villanueva, and daughter Sherlyn recuperate in the naval hospital surrounded by their rescuers.

Jaffer requested Rota's police and fire departments to illuminate the landing zone with flashing lights and vehicle headlights. "The zone was lit really well," Jaffer said. "It looked like something out of the movies. Those folks at Rota did a great job!"

After loading the patient, the attending physician and a relative, Rescue 00 arrived within 25 minutes at Guam's naval hospital's helo pad.

With no time to waste, Villanueva was rushed into the operating room for an emergency Caesarean section, where 5-pound, 10-ounce Sherlyn Villanueva was born. According to Nordyke, who assisted in the delivery, if the helo had been delayed "another 15 minutes, the child may not have made it." ■

Story provided by Commander U.S. Naval Forces Marianas public affairs office. Photo by PHAN Scott T. Wenger.

Mail Buoy



U.S. Navy Band Guam, 22nd South Pacific Forum U.S. Air Force Civic Action Team Camp performs for area residents.

Keeping with the beat

The article in the November 1991 issue of *All Hands* magazine, covering the Navy's involvement in the 22nd South Pacific Forum, did not mention the involvement of a 10 member unit from the U.S. Navy Band stationed on Guam. The group, "Sea Level," performed 25 concerts in 11 days for more than 6,000 people. These concerts included rock, jazz, country and ceremonial music and were performed during USS *Racine's* (LST 1191) daily visiting hours and at various schools and community centers. The band received a warm reception from the people of Pohnpei and will remember this tour as one of our best public relations events.

—MU2 Stephen J. Trzcinski
U.S. Navy Band, Guam

We were there

USS *Comstock* (LSD 45) is currently deployed on *West-Pac '91*. This is our first overseas deployment, and we are a very proud crew of roughly 400 sailors and 400 Marines. We just received the October 1991 "Fiery Vigil," issue of *All Hands*. I read the article titled "Mother Nature's Fury." The article was quite interesting and accurate in naming the ships involved in this operation. But, we were also involved in this operation. We rescued 975 evacuees from Subic Bay and transferred them to Cebu.

I think that our efforts would have considered us a valuable help to the *Fiery Vigil* operation.

To us on board the mighty warship USS *Comstock* (LSD 45), we considered *Fiery Vigil* a major operation to have participated in for a newly built ship. Our captain, CDR R.H. Howe, was very proud of us, and we are proud of ourselves.

—SK3 Robert Gonzalez
USS *Comstock* (LSD 45)

Reunions

• **USS Betelgeuse (AK 260)** — April 23-26, Charleston, S.C. Contact Arthur Miller, 8612 Delhi Road, North Charleston, S.C. 29418; (803) 797-7727.

• **USS Dalhart (PC 619)** — April 29-May 3, Charleston, S.C. Contact Ray Goin, 1 Concord Place, Morris Plains, N.J. 07950; (201) 539-0125.

• **USS Yosemite (AD 19) Association** — May 14-17, Portland, Maine. Contact Edward Bean, RFD #1, Box 1548, South Paris, Maine 04281.

• **USS Diphda (AKA 59)** — May 1992, Pensacola, Fla. Contact Tom Coogan, 21632 Chipmunk Trail N., Woodhaven, Mich. 48183.

• **Battle of Midway** — June 3-7, San Diego. Write to: Operation *Friendly Invasion*, P.O. Box 234, Wayne, Pa. 19087-0234.

• **USS Tillman (DD 641)** — June 3-7, Charleston, S.C. Contact Joe Romea, 12013 Wintercrest Drive, No. 282, Lakeside, Calif. 92040-3764.

• **VP/VPB 53, World War II pilots and crew** — June 4-6, Memphis, Tenn. Contact Charles E. Smith, 321 Greenwood Drive, Paris, Tenn. 38242; (901) 642-6759.

• **Destroyer Division 59/60** — USS *DuPont* (DD 152), USS *Bernadou* (DD 153), USS *Ellis* (DD 154), USS *Cole* (DD 155) and USS *Dallas* (DD 199) — June 4-7, Cody, Wyo. Contact Richardson Prouty, 335 Main St., Spencer, Mass. 01562; (508) 885-2894.

• **USS McCook (DD 496/DMS 36)** — June 5-7, Everett, Wash. Contact Dan O'Connell, 451 E. Carroll Ave., Glendora, Calif. 91740; (818) 963-1020.

• **USS Salute (AM 294)** — June 5-8, Memphis, Tenn. Contact James D. Johnston, 2705 Underwood Ave., Ainsworth, Iowa 52201; (319) 657-2263.

• **Ground Controlled Approach personnel** — June 11-14, Overland Park, Kan. Contact Al Struck, 535 N.W. Silver Glen Lane, Bremerton, Wash. 98310; (206) 698-2282.

• **Association of Aviation Ordnancemen** — June 12-14, Las Vegas, Nev. Contact F.L. Thill, 1103 Myra Ave., Chula Vista, Calif. 91911; (619) 425-9399.

• **USS Bearss (DD 654)** — June 12-14, Columbus, Ohio. Contact E.E. Hartman, 3359 Moss Hollow Road, Chillicothe, Ohio 45601; (614) 663-5996.

• **USS Cleveland (CL 55)** — June 13-16, Cleveland, Ohio. Contact Robert W. Hemming, 5625 Finley Drive, Port Orange, Fla. 32127.

• **USS Milwaukee (CL 5)** — June 17-21, Mountain Home, Ariz. Contact Albert E. Hensley, 29 Roman Ave., Staten Island, N.Y. 10314; (718) 761-8925.

• **USS Allen M. Sumner (DD 692)** — June 18-21, Tidewater, Va. Contact Joe Gall, 56 Amsterdam St., Tonawanda, N.Y. 14150; (716) 692-2697.

• **USS General Robert L. Howze (AP 134) and USS Newport (LST 1179)** — June 18-21, Hickory, N.C. Contact Larry Eckard, P.O. Box 5145, Hickory, N.C. 28603; (704) 256-6274.

• **USS Callaway (APA 35)** — June 22-27, St. Louis. Contact R.L. Stambach, 4283-B Island Circle, Fort Myers, Fla. 33919-4427; (813) 481-0359.

ALL HANDS Photo Contest

The *All Hands* Photo Contest is open to all active duty, reserve and civilian Navy personnel in two categories: **Professional** and **Amateur**. The professional category includes Navy photographer's mates, journalists, officers and civilians working in photography or public affairs.

All entries must be Navy related. Photos need not be taken in the calendar year of the contest.

Competition includes single-image feature picture and picture story (three or more photos on a single theme) in black-and-white print, and color print or color transparency. No glass-mounted transparencies or instant film (Polaroid) entries are allowed. Photo stories presented in color transparencies should be numbered in the order you wish to have them viewed and accompanied by a design layout board showing where and how you would position the photographs.

There is a limit of six entries per person. Each picture story is considered one entry regardless of the number of views.

Minimum size for each single-image feature picture is 5 inches by 7 inches.

All photographs must be mounted on black 11-inch by 14-inch mount board.

Picture stories must be mounted on three, black 11-inch by 14-inch mount boards taped together, excluding photo stories entered as transparencies.

Please use the entry form below and include the **Title** of the photograph and complete **Cutline** information on a separate piece of paper taped to the back of the photo or slide mount.

Certificates will be awarded to 1st, 2nd and 3rd place winners as well as Honorable Mention in each of the categories. Winning photographs will be featured in *All Hands* magazine.

Entries will not be returned to the photographer.

For more information about the *All Hands* Photo Contest, contact PH1(AW) Joseph Dorey or JOCS Robert Rucker at Autovon 284-4455/6208 or commercial (703) 274-4455/6208.

ALL ENTRIES MUST BE RECEIVED NO LATER THAN SEPT. 1, 1992.

For each entry, please indicate in which category and group you are entering the photograph. Attach a completed copy of this form to your entry.

Single-image feature

☐ Black-and-white print

☐ Color print or transparencies

☐ Professional

☐ Amateur

Photo story

☐ Black-and-white

☐ Color print or transparencies

Name: _____

Rate/rank: _____

Command: _____

Address: _____

Phone: _____

Title of Photo: _____

Send entries to:

All Hands Photo Contest
Navy Internal Relations Activity
601 N. Fairfax St., Suite 230
Alexandria, Va. 22314-2007





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ALL HANDS

APRIL 1992

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Surviving
the dive

Shipyard workers at Bath, Maine, wave from the guided-missile destroyer John Paul Jones as the ship slides down the ways into the Kennebec River during her launching ceremony. Photo by PH2 Tim W. Tow.



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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 901) is published
 monthly by Navy Internal Relations
 Activity: 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007. Second-
 class postage paid at Alexandria, VA
 22314, and additional mailing offices.

Subscriptions: Superintendent of Doc-
 uments, U.S. Government Printing Of-
 fice, Washington, DC 20402. Price:
 \$17, U.S./FPO; \$21.25, foreign. Make
 checks/money orders payable to:
 "Superintendent of Documents, GPO."

Postmaster: Send address changes to
All Hands, 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007.

Editorial Offices: Send submissions
 and other correspondence to: NIRA,
 Print Media, Attn: Editor, 601 N. Fairfax
 St., Suite 230, Alexandria, VA 22314-
 2007. Phone (703) 274-6208 (AV 284-
 4455) for editorial; (703) 274-5953 (AV
 284-4315) for distribution.

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Authorization: The Secretary of the
 Navy has determined that this publica-
 tion is necessary in the transaction of
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 ment of the Navy. Funds for printing
 this publication have been approved
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Navy Editor Service, *Navy Family Life-*
line, *Navy News Service* and *Public*
Affairs Communicator.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
APRIL 1992 — NUMBER 901
69TH YEAR OF PUBLICATION



Photo by JO1 Jim Derheim

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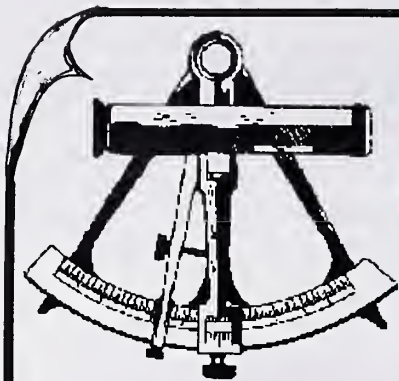
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Front cover: A safety observer with an extra air regulator stands by as a student replaces his mask underwater at Amphibious Base Coronado's Navy dive school. The student and his "buddy" are learning to remain calm during stress-inducing underwater problem-solving exercises. Photo by CDR (Dr.) L.J. Morrison. See story Page 18.

Back cover: The sun forms a shadowy figure as a naval vessel participating in *Unitas* XXXII cuts through the choppy South Pacific Ocean off the South American coast. Photo by LT Richard Boyle. See story Page 29.



From the charthouse

Public affairs commissions offered

Applications are being accepted in anticipation of approval of two Officer Candidate School (OCS) FY93 seats leading to a commission as an active-duty ensign, designator 1655 Special Duty (Public Affairs). The selectees will enter a 16-week OCS class scheduled to graduate during FY93. The program is open to active-duty enlisted persons who meet the following qualifications:

- Be a U.S. citizen.
- Be at least 19 years old, but must not have reached their 35th birthday upon commissioning.
- Earned a baccalaureate degree or higher from an accredited college or university in communications, journalism, broadcasting, public relations, or other liberal arts degree if the applicant has experience in public affairs.
- Meets the physical requirements in the *Manual of the Medical Department*, Chapter 15.

Application guidelines

are contained in OpNavInst 1120.2. Applications should be forwarded to Commander, Navy Recruiting Command (Code 313), 4015 Wilson Blvd., Arlington, Va. 22203, and received no later than Aug. 31. No qualification waivers will be granted.

ECP selectees named

Two hundred sailors have been selected to participate in the Enlisted Commissioning Program (ECP) for FY92. ECP provides enlisted sailors with previous college credit an opportunity to complete their bachelor's degree and earn a commission.

More than 500 sailors applied for the available slots. The selectees represent 42 of the Navy's 98 enlisted ratings ranging from third class to chief petty officers. More than half of the selectees have earned at least one warfare insignia, while 4 percent earned two. The selectees will receive permanent change of station orders to enroll full time at one of more

than 50 Naval Reserve Officer Training Corps (NROTC) host colleges and universities. Prior to reporting to their NROTC unit, they will attend an academic and physical training program at the Naval Science Institute, Newport, R.I. Selectees are commissioned upon graduation from college.

ECP selectees receive full pay and allowances at their enlisted paygrades and are eligible for advancement to the next paygrade while attending college. They are responsible for tuition, fees and books. However, they may use Veterans Educational Assistance Program (VEAP) or GI Bill benefits if eligible. Personnel who have already earned a bachelor's degree are ineligible.

Eligibility requirements and application details for next year's program should be released this June.

CPO time-in-grade waivers offered

The Navy is offering master, senior and chief petty officers the opportunity to retire after one year in their new paygrade, rather than waiting

two years (the required time in rate) or more to retire in grade.

Secretary of the Navy H. Lawrence Garrett III has given the Bureau of Naval Personnel (BuPers) authority to offer early retirement to service members in paygrades E-7 to E-9 to help meet new end-strength objectives.

Master Chief Petty Officer of the Navy AVCM(AW) Duane R. Bushey said that these early retirements, along with some reduction in accessions, are part of the Navy's manpower strategy during the force drawdown. "By encouraging voluntary retirements we protect our mid-career sailors from RIFs [reductions in force] and keep their promotion opportunities stable."

Those seeking retirement under these changes should forward requests to BuPers (Pers 273) with command endorsement. Application for transfer to the fleet reserve must be attached. More information is contained in NavAdmin 002/92.

TQL news

The Department of the Navy (DoN) is now producing a quarterly newsletter on total quality leadership (TQL) titled "TQLLeader."



Medal honors Kuwait liberators

The Department of Defense has accepted an offer from the government of Saudi Arabia to award its Kuwait Liberation Medal to members of the U.S. Armed Forces who directly participated in Operation *Desert Storm*. The award was established by King Fahd bin Abdul Aziz of Saudi Arabia to honor the outstanding performance of coalition forces in their historic liberation of Kuwait last year.

The medal is suspended from a green ribbon, with red, black and white stripes incorporating the colors of the flags of Saudi Arabia and Kuwait. It depicts a palm tree with crossed sabers, the emblem of the Kingdom of Saudi Arabia, superimposed on a sunburst symbolizing the light of free-

dom which again shines over Kuwait. Inside the sun emblem is a globe with a map of the Arabian peninsula in relief.

To qualify, U.S. military personnel must have been in or flown into the war zone between Jan. 17, 1991, (the start of the air war) and Feb. 28, 1991, (the cessation of offensive operations). The war zone, as designated by Executive Order 12744, incorporates Iraq, Kuwait, Saudi Arabia, Oman, Bahrain, Qatar, United Arab Emirates, the Persian Gulf, Red Sea, Gulf of Oman, Gulf of Aden and a northern portion of the Arabian Sea. Specific eligibility requirements and implementing instructions will be published by the Secretaries of the military departments in the near future. □

The purpose of the "TQLeader" is to communicate the activities of the DoN Executive Steering Group and to provide a forum for the exchange of information and ideas related to TQL.

For additional information, contact the "TQLeader" Editor, Quality Support Center, 1411 S. Fern St., Arlington, Va. 22202-2896; Fax (703) 692-1637.

MWR stresses club safety, comfort

The Navy's morale, welfare and recreation (MWR) operations place high priority on the safety and comfort of their patrons. Sailors can also help themselves by taking precautions against becoming an easy target for robberies, assaults and harassment — both on and off base.

Protect yourself by:

- Paying attention to street lighting. Make sure it's adequate when arriving and leaving base clubs and barracks.

- Knowing the base security numbers and locations.

- Drinking responsibly.

Become familiar with command policy regarding alcohol and participate in the designated driver program. The updated report on the progress of women in the Navy cited alcohol use as a contributing factor in sexual assault and rape cases.

- Reporting inappropriate music selections and entertainment to club management or your chain of command. Reports should include instances of harassment.

If there is an obvious lack of security, or offensive or violent behavior occurring within club settings, bring it to the attention of MWR management or the chain of command so appropriate action can be taken.

Blue Angels schedule for 1992

April 4-5 — Wilmington, N.C.; **11-12** — MacDill AFB, Fla.; **24-26** — MCAS El Toro, Calif.

May 2-3 — Redding, Calif.; **9-10** — Cape Girardeau, Mo.; **16-17** — Chattanooga, Tenn.; **22-**

23 — Andrews AFB, Md.; **25** — U.S. Naval Academy, Annapolis, Md.; **30-31** — McConnell AFB, Kan.

June 6-7 — Watkins, Colo.; **13-14** — Hillsboro, Ore.; **20-21** — NAS Whidbey Island, Wash.; **27-28** — Davenport, Iowa.

July 4-5 — Traverse City, Mich.; **11-12** — Chicago; **18** — Pensacola Beach, Fla.; **25-26** — NAS Brunswick, Maine.

August 1-2 — Seattle; **8-9** — Abbotsford, Conn.; **14-16** — NAS Miramar, Calif.; **22-23** — Grissom AFB, Ind.

September European deployment — schedule will be announced at a later date.

October 3-4 — Houston; **10** — San Francisco; **11** — NAS Fallon, Nev.; **17-18** — NAS Moffett Field, Calif.; **24-25** — NAS New Orleans; **31-Nov. 1** — NAS Jacksonville, Fla.

Bases and organizations who would like to request a Blue Angels performance in 1993 are reminded that applications are due to the Office of the Assistant Secretary of Defense for Public Affairs by Aug. 15, 1992. □



Shaping the future

Molding a smaller, capable joint-warfare team

Story by Jan Kemp Brandon

The changing world order and new budget constraints go hand-in-hand with the concept for a smaller, joint-military force that will affect the structure of the U.S. Armed Services, according to America's highest-ranking uniformed military leader.

Army General Colin L. Powell, Chairman of the Joint Chiefs of Staff, discussed in a recent interview the FY 93/94 defense budget and its impact on military personnel and programs.

According to Powell, as the force structure and strategy change and U.S. troops draw down in Europe, the U.S. Armed Forces will still be very much a part of the new NATO military strategy.

"I think NATO is alive and well and American troops [naval forces] will remain in Europe with a valuable mission to be performed, not only as a bedrock of stability to the West, but the basis for new stability to the East," Powell said.

Powell stressed that maintaining that stability overseas will call for a smaller, joint-military force that can work together and exercise its strengths. He would like to see the services integrate their doctrine even more than they did during Operation *Desert Shield/Storm*.

"Joint warfare is team warfare. . . . Whatever the mission requires, we go together, form joint task forces and operate as a team. In order to operate as a team, everybody has to have the same concept of the game, the same doctrine, the same playbook," Powell said.

The Navy and Marine Corps have always operated as a team. And the Army and the Air Force, according to Powell, have improved significantly in that direction in the last 15 to 20 years, working together and aligning their battle strategy.

"I am anxious to see it all come together — air, land, sea, space — so that when we go into combat, everybody has a common doctrine. [That's] not to say that there isn't something unique to the Army, Navy, Marine Corps or the Air Force that shouldn't be unique," Powell said, "but when we put joint task forces together, we all have to understand one another."

Powell pointed to several operations where this concept is already taking place around the world, including *Provide Comfort*, where Army, Air Force, Navy and Marine Corps units are working together in an effort to help those Kurds fleeing the forces of Saddam Hussein. Guantanamo Bay is another example, where the four service branches and the Coast Guard are working together to support Haitian migrants.

"They all have to know how to operate together," Powell said. "Teamwork is the name of the game, while at the same time recognizing the unique differences, capabilities of the individual services and the pride that each service has in its own identity. We're not trying to make everybody 'purple.' We just want to make sure that when it comes time to fight, everybody knows how to fight purple."

Being prepared for known or unknown threats and having that common doctrine will continue to play an important role in the future stability of the United States. According to Powell, history points to situations and events that were



Dod photo

not always what they appeared to be. Five years after World War II, the United States went from a 12 million-man force down to almost nothing, unaware that the Korean conflict would force the United Nations to intervene.

"Nobody saw a threat," Powell said. "In fact, we said there was no threat. What happened in the Korean peninsula was not in our interest. We didn't care what happened, and the next thing we knew, American soldiers were dying because they were unprepared for that war. Nobody told me that we'd have to have Operation *Just Cause* in Panama a little more than two years ago. I didn't have forces specifically designed for the threat of having to go in on two or three days notice, with 23,000 troops to take down not just one man, but a whole defense force."

Iraq was another surprise example cited by Powell. "We had some level of cooperation from Iraq during the Iran-Iraq War as part of the reflagging of Kuwaiti tankers to protect them from Iranian attack. Suddenly, Iraq became a more aggressive, hostile [country] and started to attack its neighbors. Six months later we were at war with Iraq."

Powell pointed out that in the new world order there isn't going to be this "monolithic Red Army that you can point to as we have for the last 40 years. You have to recognize threats, but you also have to recognize that the new threat is uncertainty, the new threat is instability. Can anyone tell me what the [Soviet Union] will look like a year from now? Can anybody tell me what Russia will actually look like?"

Nobody is quite sure in what direction the world is going. Powell believes that until that direction is known, until everything is settled, "it is very, very wise for us to maintain our leadership position in the world," have the armed forces that are required for a nation such as ours defending our interests around the world.

"I will resist efforts to cut or undercut our strategy because people don't like the fact that our dance card isn't full of threats. You go in that direction, and guess what, another threat will come along that you never imagined. . . . I can't identify a specific threat . . . but I

know where those threats are liable to emerge," Powell said. "I know how much force I will need to be able to move to that street corner, and how much lift and sustainment it will take to have a fight on that street corner, even if I don't know which bully

is going to show up. I also figure that if I am strong enough and I can get to that street corner with enough force, he won't show up. That's deterrence; that's peace;

"I will resist efforts to cut or undercut our strategy because people don't like the fact that our dance card isn't full of threats."

Photo by PH1(AC) Scott M. Allen



Opposite page: Army Gen. Colin L. Powell, Chairman of the Joint Chiefs of Staff, briefs Pentagon media on the details of President Bush's revised FY93 defense budget. Right: Powell addresses the crew aboard USS *Wisconsin* after their arrival in the Persian Gulf in support of Operation *Desert Shield/Storm*.

that's progress. I don't ever want to see the United States in a position of being unable to respond to the bully on the corner because we took our marbles and went home."

The ability to respond to those known and unknown threats in the face of future drawdowns, according to Powell, will depend largely on "the services taking the force down in a responsible way; giving a great deal of thought to the impact that reductions will have on careers, families, assignment patterns, the education

"The best way to get through this is to keep your chin up. You're part of the greatest armed force in the world — the greatest armed force this nation has ever had."

system and on the anxiety in the heart and mind of every soldier, sailor, airman and Marine who may be faced with a career choice," he said. "I think we can bring the force down in a way that does not break the great morale, esprit [de corps] and professionalism that exists out there right now, if we're given the time to do it."

Powell emphasized that to have a force ready to go in harm's way to accomplish a mission, it has got to be a total force, well-trained and well-led with qualified people to do that, and a school system that's capable of producing qualified people.

And well-trained, qualified young men and women, specifically where the forward deployability of the Navy is concerned, according to Powell, will be more important than ever. "In a world of uncertainty where you don't know where the next crisis will be, the unique capability provided to us by our naval forces in both the Navy and Marine Corps — to be in a troubled area just across the horizon, not needing to impose on anyone's sovereignty — I think will be very, very important," he said.

The Navy routinely demonstrated this off the coast of Liberia, where sailors and Marines joined forces to evacuate people from this civil-war torn country and protect the American embassy in Operation *Sharp Edge*. Mogadishu, Somalia, presented a similar situation during Operation *Eastern Exit*, when our Navy-Marine Corps team rescued personnel from our embassy and



escorted 260 citizens from 30 other nations through fierce fighting.

This kind of training, this kind of capability demonstrated by our Armed Forces, and by sailors and Marines in particular, will prove itself as these young men and women go back out into the world, either as active-duty military or as civilians, according to Powell. "I frankly think our young men and women going out into the civilian job market have something of an edge over young people who are their age and have not had the benefit of military experience."

For those who stay in the Armed Forces, Powell's advice is, "The best way to get through this is to keep your chin up. You're part of the greatest armed force in the world, the greatest armed force this nation has ever had. There's a place for the best and the brightest. Just keep doing your job, and we'll try to manage the future in a way that minimizes the impact on the force." □

Brandon is editor of Navy Family Lifeline and Navy Editor Service.



Keeping the clamps on Iraq

Assignment: Red Sea

Stories by J. King Cruger,
Mediterranean Bureau Chief,
European Stars and Stripes

Photos by JO2 Jim Derheim,
European Stars and Stripes

A watertight grip

MIF crews still search for leakers and sneakers

No one gets by the Maritime Interdiction Force (MIF) in the Red Sea.

"Some ships will try to run along the coast, but our radar is so good we always pick them up," said LTJG Paul Cook, an anti-submarine warfare officer aboard USS *Aubrey Fitch* (FFG 34), one of five warships in the multinational MIF.

There is *Fitch* and two nearly identical frigates, USS *Stark* (FFG 31) — rebuilt after an Iraqi *Exocet* missile struck the ship in 1987 and killed 37 crewmen — and the Royal Australian Navy's HMAS *Sydney* (F 03), plus two French warships. The force is supported by the U.S. Military Sealift Command oiler USNS *John Lenthal* (T-AO 189).

The warships operate off the Egyptian coast in the Red Sea. The normal patrol area is south of Ras Muhammed, the tip of the Sinai Peninsula, which all shipping through the Gulf of Suez and the Gulf of Aqaba must pass. It's a busy place.

The MIF is constantly alert for the possibility of "leakers" — ships that pass through the intercept net — and "sneakers" — ships that deliberately try to pass undetected.

"Every night the skipper (CAPT Ray Tilcher) reports, 'No leakers or sneakers,' and we haven't let anybody through yet," Cook said.

Since operations began in the late summer of 1990, more than 13,000 ships have been intercepted and more than 3,500 boarded to determine whether they were carrying prohibited cargo intended for or coming from Iraq. Only 200 of these have been diverted.

These days, any goods bound for Iraq must go through the Jordanian

port of Aqaba. All shipping must pass through the narrow Strait of Tiran and into the Red Sea where the MIF ships wait. MIF boarding parties search all merchant vessels transiting the Strait of Tiran.

"Boarding parties go aboard fully armed. They mean business. We've conducted those 3,500 boardings without any incidents and that's the good part," said MIF commander, CAPT Peter W. Bulkeley.





Opposite page: USS *Stark* aims for her quarry as SN John Mikulin III readies a .50 caliber machine gun for boarding team protection. **Above:** A boarding team from USS *Aubrey Fitch* returns from their inspection of a merchant ship in the Red Sea.

Bulkeley participated in 100 of the 1,000 boardings he directed during seven months in command, and insisted that his ships' officers also go on some boardings.

"I went on the boardings to find out whether we are looking at the right things or not, and we are," Bulkeley said. "The way we do business has changed from considering everything a high threat to one of cooperation, and has changed from having to persuade ships to stop to now having nearly all of them stop on their own to be boarded."

Last winter, during *Desert Shield* and *Desert Storm*, boardings were made around the clock, but now merchants are asked to lay overnight and await boarding sometime after first light. Vessels are tracked on approach by radars and helicopters. Merchant crews are queried by radio to determine where they have come from and where they are bound.

Because the Red Sea is too deep for anchoring, vessels stop engines and drift while awaiting boarding.

The wind-whipped waters off Ras Muhammad can be surprisingly turbulent. The MIF operates about 60 miles north of where a ferry carrying nearly 600 people sank in mid-December during a fierce storm off the port of Safaga. MIF ships and helicopters helped search for the 180 survivors. Winds of 30 mph are normal for the area and can reach 60 mph, kicking up vicious seas.

"We have had some injuries during boardings. Broken legs and that sort of thing," Bulkeley reported.

Merchant vessels are contacted by radio from one of the warships prior to boarding. Here's how the exchange went recently as *Stark* queried an Egyptian vessel. The refrigerator ship *Al Marwa* had a crew of 28 Egyptians and was transporting a load of frozen meat and vegetables from Aden to Aqaba.

"Merchant vessel *Al Marwa*," radios Chief Operations Specialist Harry Havercamp. "This is U.S. Navy warship 31. The U.S. now intends to exercise its right to board and search under international law

in accordance with its previously published notice to mariners. The U.S. intends no harm to your vessel, cargo or crew. Be advised that if the inspection team confirms that you are not carrying prohibited cargo, you will be allowed to proceed to your destination.

"Do you have any weapons aboard?"

"Negative."

"Do you have any animals aboard?"

"Negative."

"Do you have any women or children aboard?"

"Negative."

Then, having ascertained the number of people aboard, Havercamp instructs the ship's master to allow some of his crew to man engineering spaces and the pilot house and muster the remainder on the ship's forecastle where they can be counted by *Stark's* helicopter crew. The helo approaches *Al Marwa* with pointed machine gun and hovers at the ready until the boarding is concluded.

After an uneventful inspection, *Al Marwa* is allowed to proceed to Aqaba. □

The blade's edge

*A daily duel
with tension and danger*

Boardings of merchant vessels are tense, dangerous, physically demanding, frequently disgusting and, according to the guys who perform them day in and day out in the Red Sea, fascinating and fun.

Boarding crews are hand picked from different divisions of the warships. Boarders must be in fine physical condition. They have to be for they must climb daily — fully armed and with loads sometimes weighing more than 100 pounds — the soaring sides of 100,000-ton tankers and container ships.

"Yesterday, we boarded a Jordanian oil tanker that had an 80-foot ladder. Some of the men, the ones with bolt cutters, had 50-kilo loads. You've got to be fit to do that," said Lieutenant Dave Jordan, gunnery officer aboard the Royal Australian Navy frigate HMAS *Sydney* (F 03), one of the ships in the multinational interdiction force (MIF) effort.

"Some of the crews on the merchant ships, especially on some of the smaller coasters, are pretty ragged and untidy men. One we boarded the other day had at least two inches of garbage in its holds that we had to wade through," Jordan said.

Ships to be boarded are required to lower pilot's ladders over the port side. The swaying ladders are made of rope and wood and are difficult to climb, even during the best conditions. When the sea is kicking up eight-foot waves, and the small whaleboats and rigid-hull inflatable boats used to ferry boarding teams are leaping up and down 16 feet

against the towering sides of the merchant ships, getting on and off is a very dicey deal. A mistimed leap may mean being crushed between hulls.

Many ladders are frayed, or have rungs that break under a sailor's weight. But the tensest part of the operation begins when the sailors climb over the ships' rails. It is then that they are most vulnerable to attack, perhaps by terrorists.

The Americans board in 12-man teams, made up of eight sailors and four Coast Guardsmen. The crews are dressed in blue coveralls. They wear no rank insignia and no name tags. Each man carries a shotgun or a .45-caliber handgun.

The boarders fan out fast to search the ship and account for all personnel. Once the ship has been secured, its crew is allowed to gather someplace inside where they can be comfortable while being guarded.

"The first few minutes of a boarding are pretty intense until we know where everyone is. Then we have a good time," said Chief Electronics Technician Richard Overstreet, a boarder from USS *Aubrey Fitch* (FFG 34).

Americans put boarding parties aboard by whale boat or helicopter. The "Aussies" however, can use their so-called "fast rope" technique. This involves having men slide down ropes from a hovering *Sea Hawk* helicopter onto the merchant's deck.

"Out of the 130 boardings we have carried out, we have done 20 of them by fast rope. It is safe and quick, and is particularly useful when a ship



won't stop or when we are having especially bad weather," said Commander Lee G. Cordner, *Sydney's* skipper.

Many vessels' masters are quite used to the boarding procedures. Some skippers, such as Master Antun Gold of the Maltese-flagged container ship *Ledenice*, are boarded so often that they are called "frequent flyers" by the MIF staff.

"Now everybody knows the inspection routine. Skippers all over the world know what they can and can't carry in and out of Aqaba," Gold said.

The boarding team examines a ship's manifests to ensure it is not carrying prohibited goods to or from Iraq. While this is being done, other team members examine cargo in the holds.

"Rats, cockroaches — you name them, and these ships have them — but they are no problem. The boarding is the fun part of the job. Ships



Left: CAPT Peter W. Bulkeley, Commander Destroyer Squadron 22, scales the side of the merchant vessel *Ledenice* in the day's first boarding. **Below:** ETC Richard Overstreet strains at the stubborn door of a cargo container. Even if ships' manifests list containers as empty, they must be spot-checked.



are strange animals. You always see something different aboard," said Coast Guard LT Pat Benish.

Navy Chief Sonar Technician (Surface) Allen Cashwell, the senior enlisted member of *Fitch's* boarding team, recalls the 90-degree day when he clambered aboard a ship hauling 60,000 sheep from New Zealand to Aqaba. In one of the ship's holds, he found a stinking pile of 900 dead sheep.

"Just about every ship I've boarded has roaches and my boarding partner likes to throw them on me. That's about the only thing I don't like about the boardings," said Gas Turbine System Technician (Mechanical) 2nd Class Jeff Ferry, another *Fitch* crewman.

Sometimes team members must wear respirators. Some of the vessels haul dangerous chemical cargoes and have sealed holds filled with toxic fumigants or devoid of oxygen.

"The worst part of the job is seeing

the way some of the crews have to live on these ships. Most of the ships are pretty nasty," said another *Fitch* boarder, Boatswain's Mate 1st Class Ron Zarzeck.

Often, ships' passages are unlighted. Holds may be 50 feet deep and must be entered by climbing down rusty ladders with missing rungs. The boarders search thoroughly, and often open and inspect hundreds of sealed containers.

"The most boardings I've done in a day was eight, but the worst day was one during which we only boarded three ships, but had to open 600 containers. You don't realize how tired you are until the end of the day," Overstreet said.

Even with so many boardings, few ships actually are diverted, said Coast Guard Captain Ned Kiley.

"Six percent of the ships have been diverted and many of the divers have been for prohibited cargo, but were because the ship's

manifest was not complete or its cargo was not accessible," Kiley said. "Sometimes a ship will shift cargo and get its manifests in order. A vessel boarded and diverted one day, may be allowed through later the same day."

BMC Jack Phillips, from USS *Stark* (FFG 31), is not a boarder, but he sees the boarding teams return day after day.

"Most days they come back soaked in sea water, but they are a pretty hardy bunch of guys," said Phillips. "They don't complain much." □

A team effort

"Coasties" share special skills

Multinational Maritime Interdiction Forces (MIF) have intercepted more than 13,000 ships and boarded nearly 3,500 to keep the clamps on Iraq.

"It has acted as a tremendous deterrent to Iraq reconstituting its military, although some other goods may be smuggled in or out," said U.S. Coast Guard Captain Ned

Kiley, until recently the ranking Coast Guard officer on the staff of U.S. Naval Forces Central Command in Bahrain.

Kiley, who helped coordinate the maritime intercept operations, said all current interdiction efforts against Iraq are taking place in the Red Sea.

"Iraq's ports on the Arabian Gulf





Opposite page: Coast Guard LT Pat Benish studies a vessel's manifest and documents with the master of the Maltese-flagged cargo ship *Lendenice*. **Center:** USS *Aubrey Fitch*'s boarding team of 12 sailors and Coast Guardsmen scale *Lendenice*'s pilot's ladder as *Fitch* (above) waits astern.

are inoperable due to war damage and blocked waterways, so maritime cargo destined for Iraq must be landed at Jordan's port of Aqaba and then trucked to Iraq.

"The Coast Guard has 24 people assigned to Naval Forces Central Command in Bahrain. The primary duty of eight of them is to advise on which merchant ships should be allowed to proceed to their destinations," Kiley explained. The other 16 are assigned to four four-man enforcement teams that help the Navy board ships.

Three teams operated in the Red Sea aboard the U.S. frigates USS *Aubrey Fitch* (FFG 34) and USS *Stark* (FFG 31). "The fourth team was training Arabian Gulf navies in boarding techniques and was poised to conduct intercepts should trade to Iraq start again through those waters," Kiley said.

The interdiction operations began

late in the summer of 1990 after the United Nations Security Council, acting in response to Iraq's invasion of Kuwait, passed Resolution 661, which prohibited the export or import of any goods with the exception of medicine and certain types of food.

Subsequently, the U.N. adopted Resolution 665, allowing member nations to use force to enforce 661. Kiley said the sanctions have remained in effect because Iraq did not comply with the timetable for destruction of certain types of its weapons, and did not allow proper inspection of its weapons facilities.

"Under terms of the cease fire, Resolution 687, food and medicine shipments into Iraq are permitted without prior notification. Also, certain humanitarian supplies, such as tents for refugees and irrigation pumps, are allowed, provided the shipments are cleared by the U.N.," Kiley said. "No trade at all is allowed out of Iraq, and Iraqi ships are not allowed to engage in trading of any kind."

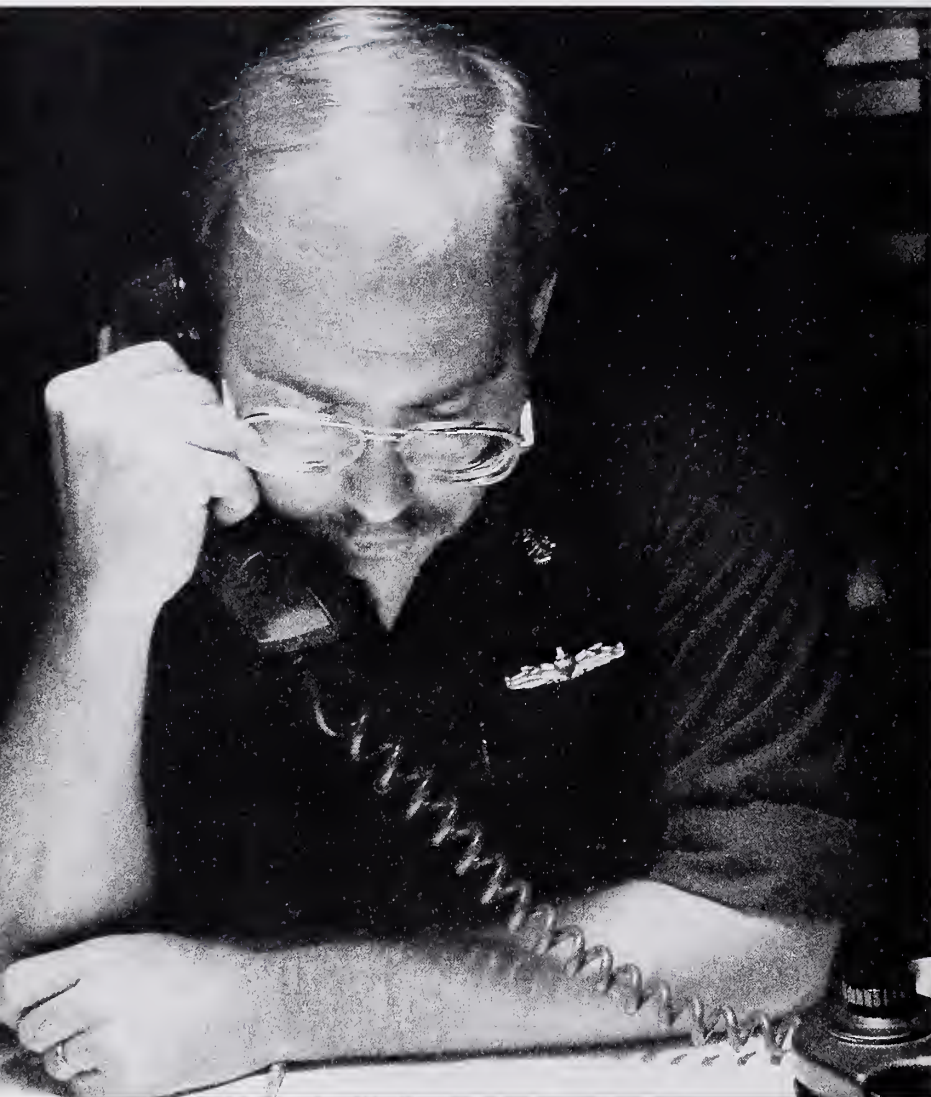
"The Coast Guard brings a wealth of expertise to the MIF's efforts in the Red Sea," said CAPT Peter Bulkeley, commander of the MIF operation. "The 'coasties' have extensive boarding experience and know the layouts of various vessels," he said. Also, they draw on their extensive drug interdiction experience.

Four Coast Guardsmen are part of every 12-man U.S. boarding team and the coasties say the Navy sailors have caught on fast.

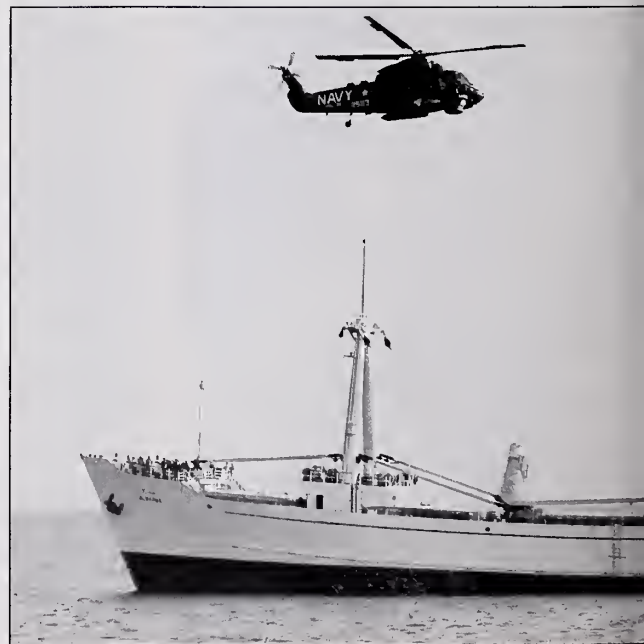
"The Navy is so well trained in boarding operations here that my job is practically not needed," said Coast Guard LT Pat Benish, a boarding team leader aboard *Aubrey Fitch*.

"This (the MIF operation) has given the Navy a whole depth of experience in boarding that could pay off in America's drug interdiction effort," Kelly added. □

Assignment: Red Sea



Above: ETC Harry Havercamp queries the *Al Marwa*'s master from USS *Stark*'s combat information center prior to boarding. Right: *Stark*'s maneuvers are executed with this scaled-down ship's helm. Above center: SN Marco Thornton signals HMAS *Sydney* prior to the Red Sea boarding. Center: *Stark*'s embarked helicopter provides a watchful eye as a boarding team approaches *Al Marwa*.





Left: Sailors aboard HMAS Sydney assume defensive positions above the bridge to provide cover for the boarding team. Below: Helmsman SN Fadal Avant holds *Stark's* position during the procedure as BMC Ed Messmer keeps watch from the pilot house.



A stronger team

Valiant Blitz '92 *adds reality to training*

Story by J02 Roger Dutcher,
Photos by PH2 Clayton Farrington

As in years past, Exercise *Valiant Blitz '92* brought 7th Fleet sailors and 9th Marine Expeditionary Brigade (MEB) Marines together with Republic of Korea (ROK) sailors and Marines to test their combined combat effectiveness. The difference this year was that the training exercise followed closely behind several major world events.

U.S. sailors and Marines have had a busy year. Scheduled exercises gave way to crises such as Operation *Desert Storm* and military-led relief efforts Operation *Sea Angel* in Bangladesh and Operation *Fiery Vigil* in the Republic of the Philippines.

According to Marine Corps Brigadier General Michael J. Byron, commanding general of 9th MEB, the Gulf victory was sweet, but there is never a time to let your guard down.

"The success during *Desert Storm* was a direct result of many training exercises," Byron said. "We didn't just dial in success for *Desert Storm* and *Desert Shield*. We built it by solid, realistic training and enhancing the



flexibility of our team, much the same as we're doing in *Valiant Blitz* this year."

RADM Dennis R. Conley, commander of the 7th Fleet amphibious force, Task Force 76, explained how the planned exercises and real-life events work together to prepare troops for any contingency.

"Some of the challenges we faced during *Valiant Blitz '92* have been real-world," Conley said. "Typhoon Ruth initially affected our plans.

"It's very important to exercise flexibility in all our operations. Those in the Gulf can testify that they did not have a scripted exercise. They reacted to situations as they developed, and that's our job during this exercise."

USS *Blue Ridge* (LCC 19), forward deployed to Yokosuka, Japan, acted as the command and control ship. Others providing flight deck and troop carrying support were USS *Independence* (CV 62), USS *Bunker Hill* (CG 52), USS *Thach* (FFG 43) and USS *Rodney M. Davis* (FFG 60), all forward deployed to Yokosuka; USS *Dubuque* (LPD 8) and USS *Saint Louis* (LKA 116),

While the Tok Sok Ri beachfront still glows in flames, amphibious assault vehicles leave furrows in the stony beach, a sign of their early morning arrival in the Republic of Korea.



Photo by J02 Roger Dutcher



Left: A Marine Corps CH-46 *Sea Knight* carries *Valiant Blitz* Marines from USS *Dubuque* to a simulated battle ashore. Below left: Teamwork between Americans and Koreans was an important part of *Valiant Blitz '92*. Below: HN Shelly Macksen affixes a latex rubber "wound" to a "casualty's" face.



forward deployed to Sasebo, Japan; and USNS *Ponchatoula* (T-AO 148), homeported in Oakland, Calif.

The Marine Air-Ground Task Force consisted of infantry, artillery, aviation and support units from the 9th MEB, based at Okinawa, Japan.

During the exercise, the Navy-Marine Corps team worked closely with the ROK's 1st Marine Division, a sign of how service members from the two countries

have become longtime friends as well as allies on the battlefield.

"For many of us Marines this is like old family — a lot of old friends and a lot of new friends," Byron said. "We're a team, and together we're both the stronger for it." □

Dutcher and Farrington are assigned to 7th Fleet Public Affairs Representative, Subic Bay.

Gateway to the deep

Before you dive, you learn to survive

Story and photos by JO2 Jonathan Annis



Safety is paramount" is more than a redundant catch phrase at Amphibious Base Coronado's deep sea diver school. It's a way of life. Which goes to say that if an applicant doesn't dive safely there, he doesn't dive for the Navy.

Every applicant that dreams of doing the Navy's "hard hat" and deep underwater work first tests the waters at this "Gateway to Navy Deep-Sea Diving" in San Diego, or a similar school at three other locations. Whether they enter the five-week Scuba Course or that course encapsulated in the 13-week diver second class course, they quickly learn that safety will be key.

The gatekeeper at Coronado is LCDR John R. Snodgrass, director of the second class diver training department of the naval amphibious school.

"We've taken a lot stronger look at this peacetime Navy and we've got to be safer. A 'can-do' attitude won't cut it anymore," Snodgrass said. "We've got to not only can-do, but let's think about the job and make sure that we can, in fact, do it and do it safely."

It takes a lot of can-do just to get into these schools. Applicants come from the fleet, "A" schools and boot camp under the "Divefare" program. To qualify, each applicant swims 500 yards in 14 minutes, does 42 pushups, 50 sit-ups, six pull-ups and runs 1.5-miles in less than 12 minutes and 45 seconds.

Academically, applicants need a combined work and arithmetic rea-

Learning to make diving assessments isn't enough. While in their heavy diving gear, second class divers are also introduced to underwater tools.



soning (WK/AR) score of 104 from their Armed Services Vocational Aptitude Battery. Snodgrass said they must also be able to withstand diving pressures in a hyperbaric chamber test and prove their aquatic ability and ability to work in confined spaces with heavy gear without getting claustrophobic.

Once they've been accepted and arrive at Coronado, students are screened by the school's dedicated staff of diving medical specialists for any condition which could be contrary to safe diving. They're also given the physical prescreening test again in the interest of safety, since according to Snodgrass, this standard is a foundation for more to come.

Electrician's Mate Fireman Walter Schuvert said he trained hard to prepare for the school. "If you come here and plan to get in shape with what they give you, you won't make it," Schuvert said in his 12th week of training. Schuvert, like many of the other students, still runs, swims and works out at the gym after school.

This is in addition to rigorous, hours-long, early-morning physical training three times a week. The

dive school class formation is well known for its long runs in the sand and spontaneous shouts of "Hoo-yah!" on the eight-mile beach of Coronado's Silver Strand.

Students spend the first weeks of training developing their physical abilities, but also exercise their minds, as academics take priority. Before going underwater, they are drilled and tested in the basics of underwater physics and medicine to gain an understanding of how diving will affect their bodies. They can plan a post-dive analysis using Navy-developed scuba charts used by accomplished divers worldwide. They learn to rely on their gear, which becomes almost a part of them as they learn how to don, maintain and troubleshoot it.

Academics and physical training play important roles in conditioning the diver for in-water training, which begins during the third week of the scuba course. Students start out slow, becoming comfortable with their gear at different depths. Prior to a 130-foot dive that qualifies them as scuba divers, they undergo a final test — problem solving.

Student divers learn to jump from a platform with their gear on, as they would from a dive boat.

"Imposers" turn valves, pull off masks, regulators and tanks and enact other sources of stress on the students. Students are expected to "solve the problem" without panicking or surfacing.

"We're not doing this to harass the students," said Engineman 1st Class (DV) David K. Bradrick, an instructor. "We're trying to teach them to be comfortable in the water, and to relax when something goes wrong."

Panic can use up a limited supply of air, and surfacing too rapidly could be fatal. Problem solving is designed to make students stop and think without losing control.

Fortunately, each student has an ally in every exercise. They are paired up upon entering the school, learning to survive using the buddy system that's a necessity here and in the fleet. As team players they are inseparable, checking each other's gear and condition, motivating each other, sounding off in unison and synchronizing steps when walking with fins.



"Team concept is stressed from day one," said instructor Hull Technician 2nd Class (DV) Sean K. Osborn. "It takes a team to dive. You don't go by yourself; you always dive with a buddy."

Strict adherence to instructor/student ratios is another part of the school's safety program. For example, when a class of 25 students is at the pool, eight instructors are also there, including medical staff. At least one safety observer with an extra air regulator is posted underwater near each student undergoing problem solving. Ratios fluctuate according to the exercise, but the same instructor team gets familiar with their group, guiding them from screening test to graduation.

Instructors are diving and dive safety experts, having made visits to the fleet during quarterly safety stand downs. They share their experience during safety training held twice a week for their students. Before any evolution, no matter how redundant, students are given spe-

cific instructions, encouraged to ask questions and briefed once again on safety. Throughout the course, students are also taught how to signal a time-out, which will stop an exercise, and how to voluntarily drop on request (DOR).

"Due to the fact this is a voluntary, high-risk course, at any time during the training, all the sailor has to do is hand signal, or say 'I want to quit,'" Snodgrass said. "Training stops for that individual. If they want to DOR, they're brought out and processed out of the command."

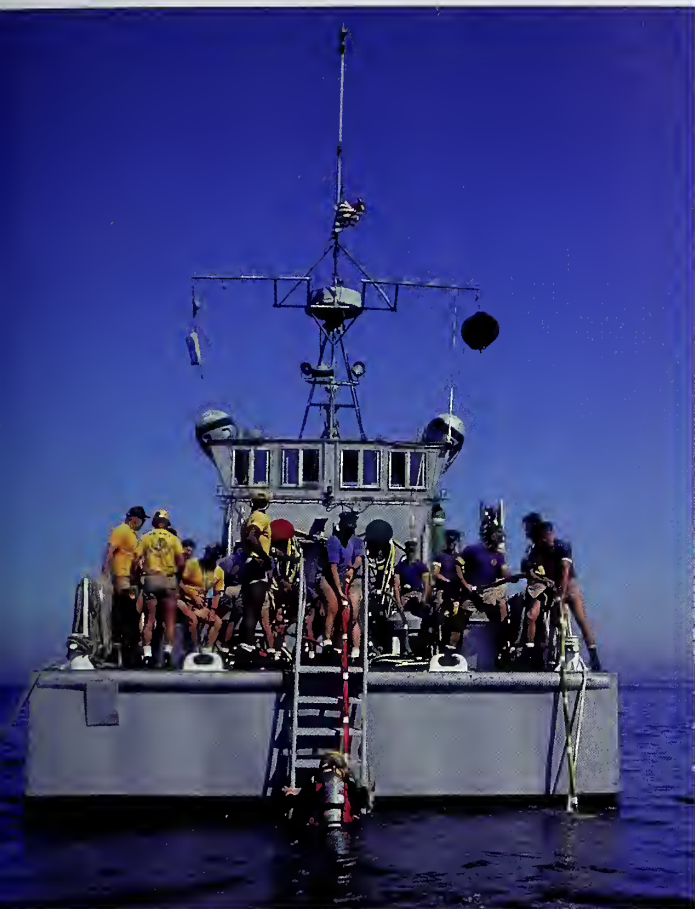
At one time, attrition for deep-sea diver students was anywhere from 35 to 50 percent, but has since fallen to 11 to 14 percent, according to Snodgrass. Snodgrass added that, for safety, there will always be necessary attrition for those that find that diving isn't for them, but the training strategy has changed to eliminate unnecessary attrition and give the students practical experience.

Since changes incorporated last year, Snodgrass said students



quickly apply what they've learned with less classroom instruction and double the in-water time for both scuba and the deep-sea diver courses.

"Nothing was taken out that would keep them from being a safe



Left: Students prepare for several hours for one of the most anticipated exercises — an ocean dive to 130 feet. This dive comes during the 11th week of the second class diver course. The following week teams will dive to 190 feet, as deep as a diver can safely go with a normal air mixture. Below: Poolside meetings are common before any evolution as instructors keep students briefed in safety.



Opposite page top: The buddy system is an integral part of Navy diving. Students learn to stay close in a harsh environment during problem-solving exercises. Above: Getting wet is the easiest part of becoming a Navy diver. Students rinse off prior to entering the pool.



diver," Snodgrass said. "We felt they were getting more knowledge than they needed. You have a first class diver on the side to handle certain things."

Instead, second class diver students now learn how to perform assessments and install coffer dams as well as complete underwater welding tasks — from simple mechanical projects to screw changes. They get familiar with state-of-the-art equipment — the same type used by civilian divers, but thoroughly tested and redesigned to fit higher safety standards.

Navy standards present a different kind of diving for fifth-week student EMFA Jason Y. Tanaka, a native Hawaiian with prior experience who said he's still learning a lot. "I've dived as a civilian and then in this school, and there's a big difference. Safety is number one here. The procedures, surface time, decompression times are all different."

Tanaka and other students said they were eager to reach the fleet, but first they have to get past Snodgrass.

"The diving Navy inherently has had an outstanding safety record," Snodgrass said. "We take safety a lot

more cautiously than the civilian community does and our records speak positively for that.

"The Navy community is a comparatively small and elite force. I wouldn't graduate a single one of these individuals if I thought they were unsafe."

For those who graduate, there are incentives. For example, "Divefare" program students are automatically advanced to the rank of E-4. Dive pay is earned as soon as a student enters school, and after graduation whenever they are in a diving billet. Second class divers earn an additional \$110 per month. Should they become first class divers, they can earn \$175 per month and \$275 a month for a master diver. In addition, first class and master divers receive proficiency pay.

Of course the biggest payoff is the Navy's. According to Snodgrass, nearly everything that can be done in a dry dock can be done by divers.

Right: A diver's buddy helps him get suited up before entering an underwater tools instruction tank. Below: All applicants must pass minimum fitness requirements before entering and upon arrival at the dive school. Physical training is rigorous in the weeks ahead.

The Navy of the future may need to depend on its underwater assets more to save millions in dry dock costs, and that's what he's preparing his divers for.

Perhaps the best testimony of the school's success comes from divers in the fleet, such as Hull Technician Chief (MDV) Richard D. Armstrong Jr. of the Consolidated Diving Unit at Naval Station San Diego.

"Once they come out of the school, I can hat 'em up that day and dive them," Armstrong said. "They come out here and we just continue with safe practices. Everything they learned is just reinforced here." □

Annis is assigned to NIRA Det. 5, San Diego. JO2(DV) Robert Palomares, Naval Reserve Public Affairs Center San Diego, San Francisco Detachment, contributed to this story.





Yard work

Constellation's SLEP repairs set new records

Story and photos by JO2(SW) James Leatherwood

Sailors from USS *Constellation's* (CV 64) P-7 division are hard at work trying to get their ship out of the yards and back to sea.

The ship has been at the Philadelphia Naval Yard undergoing a Service Life Extension Program (SLEP) since April 1990. The SLEP will add 15 to 30 years to the carrier's life.

During the projected 30-month yard period *Connie* will get a larger flight deck, refurbished berthing areas, refitted shafts and screws, and arresting gear upgrades, to name just a few of the planned improvements.

In the time that the ship has been in the yards, the men of *Connie's* repair shops have erected and are maintaining a fully-functional intermediate maintenance activity level repair facility. The facility enables engineering department personnel to rebuild old equipment and manufacture replacement parts, rather than buy new equipment.

"We machine down the shafts for pumps that are being rebuilt. We make Teflon bushings for the emergency diesel generators. Almost everything that has been taken out of the machinery spaces for repair has

been worked on by our shop," said Machinery Repairman 1st Class Rick Patrow, machinery repair shop leading petty officer (LPO). "Everything that pertains to the MR rating is here in Building 714," he said.

"Everything" includes drills, saws and lathes to produce metal and plastic parts for machinery and equipment.

MR3 Greg Dilts explained that he uses a band saw to cut Teflon plugs

Above: EM3 John Freeman examines one of more than 200 electric motors *Constellation's* motor rewind shop will rebuild before the carrier returns to sea.

out of raw stock. The plugs are then put on a lathe and turned into bushings, used to reduce friction and prolong the life of the emergency diesel generators.

While Dilts worked on bushings, MR2 John Steel was turning a metal bar into a shaft for a bilge pump.

"I'll machine this into a shaft and then the guys in the pump shop will install the new shaft into the pump," Steel said. "It's exacting work; the tolerance on this end of the shaft is one-half of one-thousandth of an inch."

The pump Steel was repairing is one of more than 230 turbine and motor-driven pumps the repair facility's shops will work on during *Connie's* SLEP.

Another vital aspect of the equipment in the main machinery rooms, auxiliary machinery rooms and pump rooms is the identification of each valve, pipe, switch and handle.

"We made more than 2,100 label plates in one month," said MRFN Timothy Haywood. "If we bought those out in town, they would have cost nearly \$5 each, just for the engraving — that doesn't count the materials for the plates themselves."

One reason for the high productivity of the MR engraving shop is their computerized engraving system. This allows them to make up to 200 label plates daily. Before the computerized system, it took nearly 20 minutes to produce just one name tag.

The next milestone in their effort is the undocking of the ship.

"We completely rebuilt all undocking-critical motors in less than two months," said Electrician's Mate 1st Class Rolando Bacani, rewind shop LPO. "All told, we've reworked more than 175 electric motors and we have only 51 left to do."

FA Terry Nunley and MM3 Marty Muniz replace valve seats in one of *Constellation's* 8-inch gate valves.

Rebuilding the motors involves removing the old copper windings and using a furnace to burn off the glue that holds them. The motor is then rewound with new copper, recoated and re-assembled.

After quality assurance checks, the rebuilt motor is painted and returned to the ship.

"We've just finished clad-welding the fuel oil strainers," said Hull Maintenance Technician 1st Class Bert Roberts, supervisor for engineering's ERO-2 work center. Clad-welding involves rebuilding the bottoms of the strainers, worn down through normal use.

"If the bottom isn't thick enough, it can blow out under pressure. That happened to one of the strainers on the way out here from San Diego, so we're rebuilding all of the strainers," Roberts said.

Rebuilding the strainers saves the Navy money. New strainers cost

nearly \$6,500 each, and all 16 of *Connie's* strainers have been rebuilt, Roberts said.

According to LTJG Robert Novotny, even allowing for equipment, parts and labor costs, savings to the Navy approach \$6,000 per strainer.

"Our doing a good job now will save the men who take over when we leave a lot of expense and heartache," Novotny added. "Some of the parts we're seeing have never been completely overhauled."

"There are studs and fasteners that have never been loosened in the ship's 30 years of active service," Novotny said. "We're using the latest materials and following strict specifications so that the work we're doing will last another 30 years." □

Leatherwood is assigned to USS Constellation (CV 64).



High-tech supercharger

Constellation moves into the computer age

Story and photo by JO2(SW) James Leatherwood

When USS *Constellation* (CV 64) leaves SLEP, she will have a high-tech, state-of-the-art computer system. The new local area network (LAN), will allow work centers throughout the ship to share software and information. Crew members will use electronic mail to send memos and messages without leaving their work centers.

"This system will cut back on the paper memos sent throughout the ship," said Chief Data Processing Technician (SW) Jim Friedrichs. "The captain can have a personal computer (PC) on the bridge so people can interface with him."

PCs currently in use by ship's personnel can be linked into the LAN, allowing access to shared programs. These programs will run on file servers — the heart of the system.

"We'll have four file servers — two forward and two amidships," Friedrichs explained. The file servers are basically supercharged PCs, similar to computers found in most offices, but vastly more powerful.

"Our system is bigger, faster and more reliable than any other ship in the fleet is getting," according to DP2(SW) Ed Young, microcomputer support shop leading petty officer.

The system uses nearly four miles of fiber optic cable to connect the PCs to the file servers. The cable runs throughout the ship, similar to a firemain system.

"When the LAN first comes up, we will have electronic mail, word processing, database and graphics programs on it," Friedrichs added.

"Work centers that have specific software needs, such as the public affairs office with desktop publishing, can

leave their programs on the PCs in their offices," he added. "Having the common software programs on the LAN will free up a lot of space on the users' hard drives."

Security is a major concern. Special security programs will be installed before the first user signs onto the system.

"Each person on the system will have to use a password," he said. Even though no classified information will be stored or used on the system, departments and individuals will be able to "lock out" unauthorized users. Programs are already on hand to prevent computer

viruses from infecting *Constellation's* system and there will be no off-ship access to the LAN.

"We want to ensure there will be no way for a hacker to break into our system," said Friedrichs.

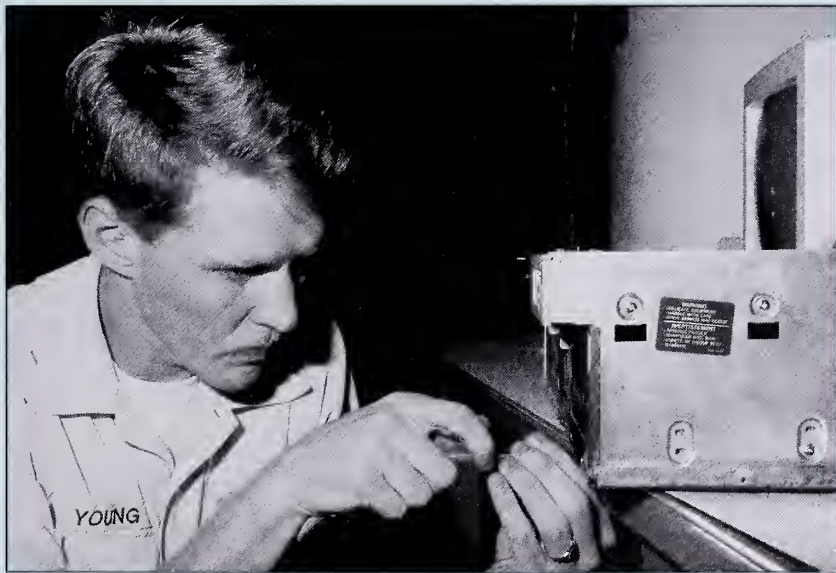
Power problems are also avoided. "The file servers have uninterruptible power supplies, so even if the ship loses power, someone on the system will have 15 minutes to save what he's been working on," Young said.

"Even if the fiber optic cable breaks, the system has extensive fault tolerance which allows it to continue working. A user would never even notice that there had been a problem."

Speed, ease of use and reliability are the main reasons *Constellation* chose the system they did.

"We'll have the whole thing up and running by our sea trials," Friedrichs said. "When we leave Philadelphia to go back to the fleet, we'll have the most state-of-the-art PC LAN in the afloat Navy." □

Leatherwood is assigned to USS *Constellation* (CV 64).



DP2(SW) Ed Young prepares a hard disk drive for installation in one of the personal computers connected to *Constellation's* new local area network, a system that will help *Connie* steam into the 21st century.



ENGINEERING
STORES

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Save the ship!

Damage control trainer ignites a nightmare

Story by JO2 Celeste Barrett Rubanick, photos by JOC Lance Johnson

General Quarters, General Quarters. . . . All hands man your battle stations! Set condition Zebra throughout the ship and make reports to Damage Control Central!

"Incoming torpedo starboard side! . . . Hit alpha! Starboard side investigators away. Make reports to DCC."

Does this sound foreign to you? If you're an Advanced Paygrade (APG) student at the Naval Reserve Management school, New Orleans, it is very foreign.

APGs are naval reservists, some with and some without prior service, who attend the school for an intense two-week Navy indoctrination. Damage control training occupies two full days, one in a classroom and another in simulated ship spaces.

"You're slipping and sliding around, the ship is tossing violently, taking on tons of sea water and sinking quickly. It's dark. You're looking for your shipmates and trying to find your repair team — is this the sort of horrible situation you'd wish to face without proper training?" asked Chief Aviation Structural Mechanic James Toth, leader of the school's APG section. "They must be able to organize their teams and repair the damage quickly and effectively."

Students talk about the DC trainer in nervous whispers as the fateful day approaches.

Opposite page: Advanced Paygrade School Instructor AD1(AW) George E. Brown III (on ladder) guides naval reservists through a firefighting drill. Right: A Naval Reserve APG student, serving as messenger for a damage control exercise, struggles to hear the status of fighting a simulated fire.

"I'm really apprehensive about it," admitted Aviation Storekeeper 2nd Class Janet Sinclair. "I've heard it's the hardest thing we'll go through."

"It's a perceived notion," explained Aviation Electronics Technician 1st Class (AW) Gerald Dornburg, APG instructor. "Of course, we want that perception kept alive; we want the students alert and aware of their surround-

ings. Most important, we stress safety. Safety comes first."

"Damage control procedures change as new equipment is introduced or after lessons are learned from situations like the USS *Stark* (FFG 31) and USS *Samuel B. Roberts* (FFG 38) incidents," said fellow instructor Chief Electronics Technician Mike Harris. "But the basics remain the same."





Left: APG students receive instruction on donning OBAs. Below left: A student investigator searches for battle damage as hose teams battle a simulated fire. Below: An investigator relays damage reports to his messenger, who forwards the reports to damage control central.

"They learn to don OBAs (oxygen breathing apparatus) and EEBDs (emergency escape breathing device), apply pipe patches and handle hoses," added Aviation Structural Mechanic (Hydraulics) 1st Class David Boler, another instructor. "When they are assigned to a ship, they'll train constantly. Here, we plant the seeds for teamwork that are needed to complete the mission of the ship and the Navy."

The first day of training focuses on theory — how and why things are done. Day two tests that knowledge in a simulated environment with plenty of smoke, ruptured water lines, a hole in the bulkhead, emergency lighting and, most exasperating, a tough time communicating. Teamwork is paramount.

"We can only control two variables," Dornburg said, describing the simulator near New Orleans' lakefront Naval and Marine Corps Reserve Readiness Center. "We determine the amount of smoke and which pipes will rupture when. We want the scenario as real as might be encountered in the fleet."

"I enjoyed it immensely," said a



soaked Storekeeper 2nd Class Jim Chambers as he emerged from the trainer. "I now know how to keep the flooded areas closed off and, most important, I know to report it first, sound the alarm, and then fight it."

"The training was just as hard as I thought it would be, with all the water, noise, difficulty with communication and tension," Sinclair said. "But there's no doubt I'll be more of an asset now."

Classes are broken down into 15-person teams with an on-scene leader, an access man, two nozzle-men, two hose teams, a repair team and two investigators. While in the trainer, the students wear proper battle dress, but without OBAs.

"It's worthwhile training," said instructor Aviation Machinist's Mate 1st Class (AW) George Brown.



"Very few of these people know anything about ships or damage control before coming here."

"I have more pride in myself and the Navy as a result of this experience," said Constructionman Forrest Barrett. "Save the ship; fight the fire; stop the flooding — that's what I learned."

SK3 Steven North agreed. "Everything about this course will help me with military life. I know I'll feel more confident walking onto a ship for the first time."

"This training has fired me up," Chambers said, typical of the more than 1,200 APG students attending annually. "I want to improve myself as much as I can." □

Rubanick is assigned to Naval Reserve Public Affairs Center Norfolk, Unit 208, Jacksonville, Fla., Johnson is assigned to Naval Support Activity, New Orleans.



A common bond

Unitas XXXII: mutual defense of the Americas

Four U.S. ships returned to their homeports Dec. 13, 1991, after a six-month deployment to South America as part of the *Unitas* XXXII Task Force.

Unitas (Latin for unity) is an annual exercise designed to improve the interoperability of U.S. and South American forces. Born in 1959 from a seed planted by South American officers, *Unitas* has grown into one of the world's largest and most logistically far-flung multinational naval operations. The exercise joins ships, aircraft and naval ground forces of the U.S. Atlantic Fleet and nine South American navies.

During *Unitas* XXXII, the ships circumnavigated South America, passing through the Panama Canal, crossing the Equator and transiting the Strait of Magellan. The cruise consisted of port calls to 17 South American countries. Also participating in *Unitas* XXXII were Argentina, Brazil, Chile, Colombia, Ecuador, Paraguay, Peru, Uruguay and Venezuela.

The *Unitas* XXXII Task Force was commanded by RADM Theodore C. Lockhart, Commander South Atlantic Force. Headquartered at Roosevelt Roads, Puerto Rico, Lockhart is responsible for U.S. Navy operations in the South Atlantic, as well as South Pacific and Caribbean waters surrounding South America. He was embarked in USS *O'Bannon* (DD 987) for the deployment.

Commander Destroyer Squadron 32, Captain R. Robinson Harris, was embarked in USS *Dahlgren* (DDG 43). In addition to the two flagships, USS *Aylwin* (FF 1081), USS *Sand Lance* (SSN 660) and USS *Barnstable County* (LST 1197) all participated.

The following pages represent a few highlights of *Unitas*, a symbol of the Americas' common bond for 32 years. □

Above: USS *O'Bannon* (DD 987) enters Talcahuano harbor, Chile, as part of the U.S. naval contingent for *Unitas* XXXII.



Unitas

Photos by PH2 John Bivera



Left: A U.S. Navy SH-2 Sea Sprite approaches USS O'Bannon's (DD 987) flight deck off the coast of Chile. Below left: *Unitas* sailors were greeted with music and dancing indigenous of each country visited while participating in one of the world's largest multinational naval exercises. Below: Chilean sailors flank a wreath honoring the fallen sailors of USS Essex in Valparaíso, Chile.



Opposite page top: Sailors from navies involved in *Unitas* XXXII stand in formation during a wreath-laying ceremony for the 155 fallen sailors of USS Essex, a U.S. man-of-war crippled during an attack by British frigates in 1814. The sailors were buried on a Valparaíso hill. Opposite page far left: USS Aylwin (FF 1081) is assisted into port by a Chilean tug. Opposite page left: USS Sand Lance (SSN 660) crewmen prepare to moor alongside USS O'Bannon (DD 987) during a lull in *Unitas* exercises.





Is it real?

Future air traffic controllers get a taste of the real thing

Story by JO1 Walter H. Panych, photos by PH2 J.A. Espy

Navy Golf Delta Zero Six (GD06), Navy Millington tower, runway two-eight left, wind two-six-zero at one-zero, report initial."

"Navy Millington Tower, Navy Golf Delta Zero Six, roger."

Moments later, as Navy GDO6 banks and heads for a landing at runway 28-left, the air traffic controller carefully watches the approach and prepares for the next command.

"Navy Golf Delta Zero Six, check wheels down, wind two-six-zero at

one-zero, cleared for touch-and-go, runway two-eight left."

"Thank you, Navy Millington tower."

It sounds like normal communications for an incoming flight and air traffic controller at any airport.

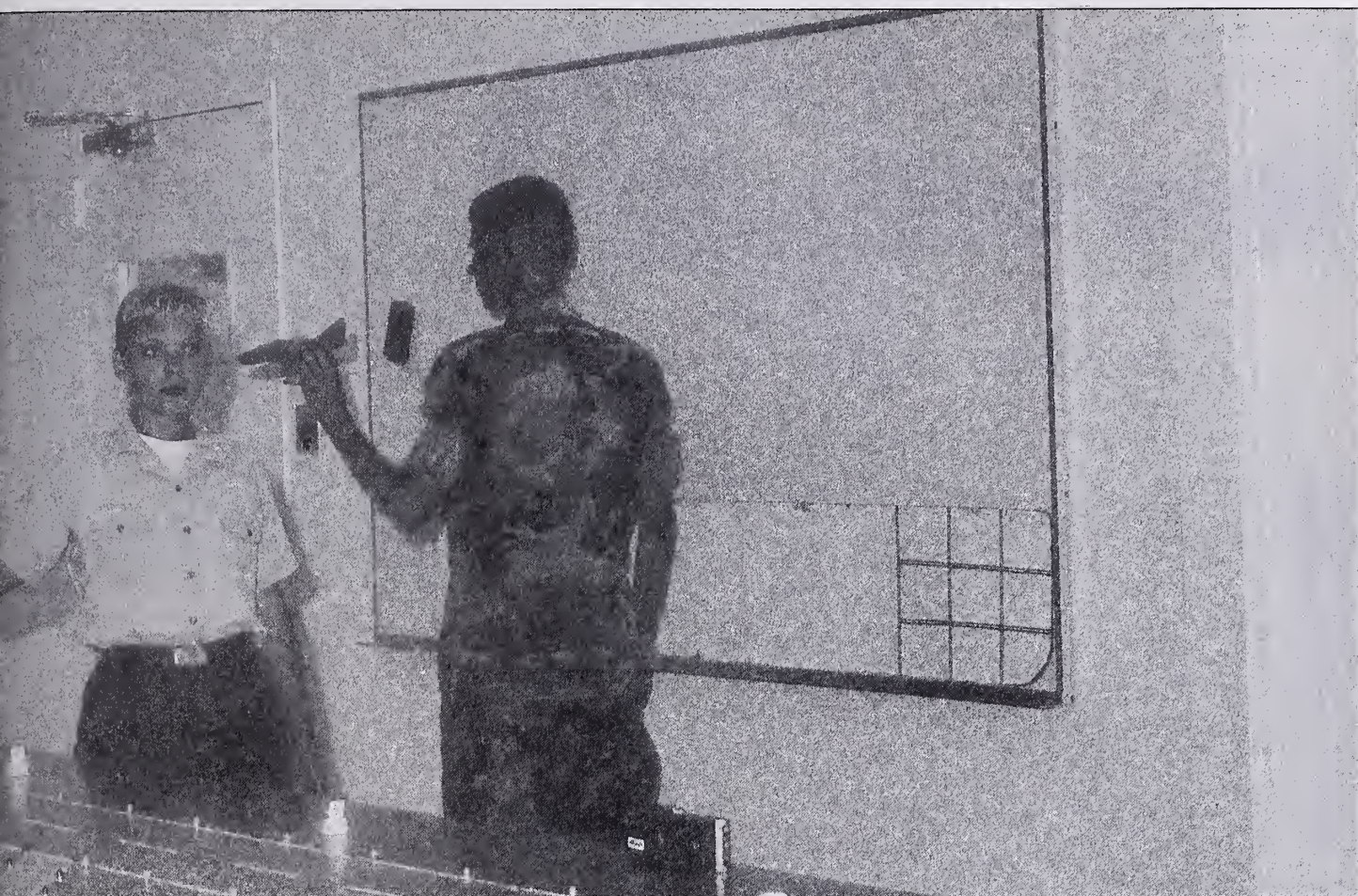
But in this case, it's a simulation at the air traffic controller (AC) "A" school located at Naval Air Technical Training Center (NATTC), Millington, Tenn. Here is where future Navy and Marine Corps air traffic controllers receive high-tech training from the Tower Operator

Training System (TOTS), the first of its kind.

On-line since April 1991, TOTS includes two simulated control towers in a windowless building, where students learn from a voice-activated recognition system. Students must store a template of their own voices in the computer, which can recognize approximately 40,000 combinations of nearly 240 words. TOTS can then identify students' voices and give appropriate responses to their directions.

"The new system is far more advanced and more realistic than the way students were previously trained," said Chief Air Traffic Controller (AW) Michael Rosenbaum, tower lab supervisor. "The old way — 'stat lab' — had them walk around an airfield made of ping-pong tables with model aircraft making landings and takeoffs. TOTS is exactly what students would see if they were in an actual control tower."

In a complex maze towering 50 feet above the deck, the trainer has a



Above: "A" school instructor AC1 Kathleen Powell gives commands to AR Rhonda Duncan and Marine Corps Pfc. Robert Wright during their training on the ping-pong tables. **Left:** Students store their voices in the computer for later use in the trainer.



series of 16 projectors that generate images of various types of aircraft, vehicles and background settings. The airfield can be dark, wet, well-lit, hazy, socked in or whatever conditions the operator wants. The screen, 25-feet tall and 36-feet across, appears to surround the tower, as in real life.

"It's a big improvement over the old way," said instructor AC1 Mary Funk. "The students still get training the old way, in preparation to train here in the tower."

The trainer lab block lasts one week and is the second of three training blocks in the 16-week school, including seven weeks of

classroom instruction prior to the lab work.

"It's more realistic than the earlier training we received in the 'stat' lab," said ACAA David Nelms, a student in the lab. "In the 'stat' lab, students slow down and speed up in their patterns and you don't get the actual feeling of an aircraft. TOTS does that."

The authenticity of the trainer provides students the "real thing." According to AC1 Ron Sparks, "I wish I had this trainer when I was an 'A' school student." □

Panych and Espy are assigned to Chief of Naval Technical Training, Millington, Tenn.

Revving up to help

Volunteers repair volcano survivors' cars

Story and photos by JOC Lance Johnson



One customer who arrived at the Naval Support Activity, New Orleans' Auto Hobby Shop with a quote for \$2,600 in auto repairs is probably still bragging about spending just \$22 to fix his car, thanks to the help of a handful of "shade tree mechanics."

The customers these volunteer mechanics recently helped aren't just the weekend tinkers hoping to save a few bucks on an oil change — they are survivors of last summer's Mount Pinatubo eruption in the Republic of the Philippines who had most of their belongings buried under tons of volcanic ash.

Take Air Force Airman 1st Class Miguel Booker, for example. The last time he saw his car it was covered with ash at Clark Air Base, Philippines. In early June, Booker and his wife abandoned all their belongings to seek refuge from Mount Pinatubo.

"I'll never forget 'Black Saturday,'" Booker said upon arriving in New Orleans three months later to claim his car from the Military Traffic Management Command.

Hundreds of vehicles, mostly belonging to Air Force members now stationed in the Southeast United States, continue to arrive from the Philippines. Many are still caked with several inches of ash.

"These cars are coming to us packed with ash," said Chief

Military members formerly stationed in the Philippines claim their volcano-damaged automobiles from the Military Traffic Management Command at Naval Support Activity, New Orleans' East Bank facility on Dauphine Street.



Left: Marine Corps Gunnery Sergeant Carrison Brown, a volunteer helper at Naval Support Activity's auto hobby shop, steam cleans volcanic ash from an Air Force member's car. **Below:** Air Force Airman 1st Class Miguel Booker holds a handful of volcanic ash he cleaned from an air vent in his car.

Machinist's Mate Kevin Waas of the auto hobby shop, where the volunteers help ensure claimed vehicles are road-ready. "Once you get it in your clothes, mixed with a little sweat, it hardens like concrete."

Almost a dozen volunteers have helped out at the shop, where some 50 volcano survivors have found friendly faces and willing bodies to work on their cars. Waas said that 12 to 15 hours are spent on each car as they go through an inspection and repair "assembly line" devised by the shop staff.

"We start with a thorough steam cleaning of the engine. Then we put the cars on a lift and steam the underside and chassis, too," explained Waas. "Next is an oil change and lube."

"Everyone gets brake inspections," added Quartermaster 2nd Class David Neaveill, another auto shop worker. "We've done at least 20 brake jobs." Other services provided include flushing radiators, mounting tires, replacing everything from batteries to ball joints and a wide range of other repairs. "Unfortunately, we can't do anything to save paint jobs, and the ash has ruined them," Neaveill said.

Neaveill relates the story of the service member told by a local auto repair firm that the ash had done major damage. According to the firm, numerous repairs were needed



at a cost of nearly \$2,600. The service member came to the hobby shop for a second opinion, and after two days of thorough inspections and some repairs, left after spending just \$22 for parts.

"It's been a test of everybody's experience," said volunteer mechanic Boatswain's Mate 2nd Class Lafayette Wright. "I've worked on [types of] cars I've never seen before," he said.

The survivors generally show up in groups of eight to 10 people; it takes a full day or two to get them safely on the road. With groups arriving about every other week, sometimes with no warning, the

volunteers and auto hobby shop staff have had to remain extremely flexible, never knowing when they might be needed to put in a long night.

"These guys have been incredible," said Booker, as a shop worker completed a safety checklist before releasing his car. "The Navy is trying to take care of us."

"The survivors have lost everything. For most of them, their car is about all they have left," said Neaveill. "At least we can help make that right." □

Johnson is assigned to Naval Support Activity, New Orleans.

The long paw of the law

Military police dogs will hold you — ever so naturally

Story and photos by J02 J. Vincent Dickens

A dog can be a man's best friend. It can also be a criminal's worst enemy.

A dog's keen nose and natural aggressiveness are weapons used by 7th Fleet security forces. The K-9 branch of the facility security department at U.S. Naval Facility Subic Bay, Republic of the Philippines, is the Navy's largest kennel with 100 dogs. The dogs are used for locating illegal drugs, seeking out explosive devices, routine patrols and intruder detection.

"In many ways a dog is better than a human partner," said Chief Master-at-Arms Terrence Smith, kennel master. "A dog isn't afraid to attack an armed suspect. If the suspect shoots at the dog, chances are the dog will just become more aggressive."

There are 94 patrol dogs housed at Naval Air Station Cubi Point. Four other dogs are drug detectors trained to locate marijuana, cocaine, hashish and heroin with a 90 percent detection success rate.

Once a year, Commander U.S. Naval Forces Philippines must observe each dog's ability to detect drugs during training sessions and then certify the dog's use by signing a "probable cause" folder. This signature allows the dog to be used during drug sweeps aboard the bases at Subic and Cubi Point. Commanding officers of ships requesting the dogs' services must also sign the probable cause folder as the person with non-judicial punishment authority for the inspected unit.

"Contrary to popular belief, dogs don't have to be right on top of where drugs are hidden," said Smith. "I've seen them detect drugs up to 20 or 30 feet away."

The two qualified bomb dogs are certified in the same way as narcotics dogs. The dogs are required to maintain an accuracy rate of 95 percent and can detect explosives made from smokeless powder, dynamite, TNT, water gel and C-4, among others.

In recent years, training for both types of detector dogs has changed with the emphasis now being for the dog to alert with a passive response instead of an aggressive



Above: After a hard day's training, dog and handler share a moment of warm affection. The dogs are trained to work for praise as their reward.

response. "In the past, the dogs would find drugs hidden in expensive stereo speakers," Smith said. "The dogs, then, were trained to use the aggressive response — to paw at a place where drugs were hidden. This caused a lot of expensive damage for which the Navy was liable. Now, the dogs are taught to sit in front of a spot where they find drugs. The handler then gives them a little piece of food as a reward. Bomb dogs are given a ball to play with. For obvious reasons, you don't want a bomb dog to start pawing at an explosive."

Training time varies according to the ability and

personality of each dog. The Navy's dogs are procured in many ways by DoD, but most are purchased in Europe. Their training takes place at Lackland Air Force Base, Texas. Only dogs who show an aptitude for detection are trained to be detector dogs. Handlers are given six weeks of patrol training and an extra five weeks of detector school. Once the dogs reach the Philippines they are already trained.

"In some ways, however, the training has only just begun. The patrol handlers and the dogs have to establish a rapport, and that sometimes takes a month. We have no excuse when our dogs make a mistake," Smith said. "That's why our dogs are trained once a week for eight hours. They also get training throughout the week while on post."

One major goal when training the canine helpers is to control the dog's natural aggression. "The patrol dog must be moderately aggressive, yet controllable — to pursue, attack and hold an intruder only on command from the handler," Smith said. "Sometimes a suspect is running across a field and doesn't stop, even after you warn him that you have a military working dog. Then after you release the dog, the guy will turn around and see a big dog chasing him and suddenly have a change of heart. He stops and surrenders with his hands up. You have to be able to call the dog off at any time. That's why we work to control aggression."



Above: Training instructor Wilson Cabotaje gives "Max," a 4-year-old Belgian Malinois, the silent hand signal for "crawl." Hand signals are used by handlers in situations where verbal commands might endanger the handler or the dog. **Below:** Dogs are trained in apprehending and disarming suspects.

Despite the rigorous schedule, the dogs do gain certain benefits. "These dogs are treated better than a lot of people," Smith said. "They receive complete physicals semi-annually. We have a clinic with a full time vet and assistant, and the public works center sprays the kennel twice a month for fleas and ticks." Additionally, handlers spend one hour each day grooming and conducting health checks on their assigned military working dogs. The dogs are dipped once a month for fleas and ticks, and they are fed a controlled diet dry dog food, which is high in protein and medicated to prevent various diseases.

The dogs also receive exercise while they learn to obey verbal commands such as "sit," "down," "heel" and "stay." Detector dogs also learn "find 'em" and "seek." All dogs are trained to respond to hand signals for times when verbal commands might endanger the dog or its handler.

"I can hold a gun on a suspect who has a weapon concealed in his waistband," Smith said. "I can put the suspect on his knees, and the dog will go up and take the gun out of the waistband and bring it to me. The more I work around them, the more I'm amazed at how smart they are." □



Dickens is assigned to the 7th Fleet Public Affairs Representative, Subic Bay.

Friends in need . . .

7th Fleet sailors show heart by helping

Story and photos by J02 Roger Dutcher

After Mount Pinatubo awoke from a 600-year sleep to shake the Philippines in June 1991 and cover the land with tons of ash, the U.S. military joined together with their Filipino hosts to rebuild Subic Bay, Angeles, Olongapo and the surrounding villages following the assault by Mother Nature's fury.

Nearly a year later, sailors and Marines continue to provide support to Pinatubo's victims, even as U.S. forces rush to vacate their facilities by the Dec. 31, 1992, withdrawal deadline.

Since World War II, when General Douglas MacArthur kept his promise to return to the Philippines in

victory, the bond between Americans and Filipinos has been strong, with a long tradition of mutual support and respect — the kind of bond found between two friends, far apart geographically and culturally, but brought together in a spirit of democracy and freedom.

That bond holds true, even as the U.S. moves from Philippine soil, as demonstrated by the sailors and Marines who continue to provide food, clothing and logistic support to areas ravaged by Pinatubo's wrath.

The following are just two examples of the myriad roles sailors are playing in raising the Philippines from the ashes.



The friendship between America and the Philippines was evident again when sailors from USS *Rodney M. Davis* (FFG 60) recently visited Naval Station Subic Bay, Republic of the Philippines and 17 crew members volunteered to bring food to evacuees of mud slides

Above: RP2 Dave Gomperton offers candy to young residents of an evacuation center in San Juan, Zambales. Left: Volunteers from USS *Rodney M. Davis* (FFG 60) team up with evacuation center residents to move food into an area for distribution. The center houses thousands of people whose villages were wiped out by mud flows from Mount Pinatubo.





and flooding in Botolan, Zambales.

Residents of villages in Eastern Botolan, near Mount Pinatubo, fled to evacuation centers where they were provided with food, shelter and medical attention after their neighborhoods were devastated by scorching mud and lava flows.

Chaplain (LT) Paul Roma, who led the volunteers, credited the 212-man crew's enthusiasm.

"We're a small ship, but we have a lot of heart," Roma said. "There's something about the Philippines that makes these guys want to get involved in projects like this."

The volunteers took cases of

meals ready-to-eat, fresh eggs and pudding to Botolan relocation sites.

Food was distributed to more than 8,000 people at Mayamban, San Juan and the Baquilan resettlement area.

Conditions in the northern Philippines were not news to the crew of *Davis*. The ship was on-scene when Pinatubo first erupted June 1991. The ash, mixed with rain from Typhoon Yunya, damaged buildings and caused massive power loss on and off the naval facility.

The crew was also involved in Operation *Fiery Vigil* — the evacuation of family members to the United States from the stricken Air

Force and naval facilities.

More volunteer work was on the agenda for the remainder of the ship's visit in the Philippines, including more food drops to evacuation centers in Zambales. One sailor summed up the reason for his interest in people hard hit by nature.

"I like helping people out," Storekeeper 1st Class Donald L. Blomdahl said. "If you follow world events, it seems you see less and less of people reaching out to others. People should help out when there's a need. It's what life is all about." □

Dutcher is assigned to 7th Fleet Public Affairs Representative, Subic Bay.

... are friends indeed

Sailors deliver personal touch to Philippine orphanage

Story by J02 Roger Dutcher and PH2 Clayton Farrington

It was a family atmosphere of a different kind recently, when a dozen-plus sailors from the 7th Fleet flagship USS *Blue Ridge* (LCC 19) and cruiser USS *Mobile Bay* (CG 53) spent the day with orphans from the King's Fil-Am Home in Olon-gapo, Republic of the Philippines, during their recent port visit to Naval Station Subic Bay.

The visitors were greeted by smiles, handshakes and hugs by the 24 children of the home that had received many visits from U.S. sailors in the past.

The sailors from *Blue Ridge* and *Mobile Bay* brought glad tidings, toys, candy bars and checks totalling \$400. Dental kits and on-the-spot dental and medical check-ups were also provided during their visit.

CAPT Alan Heisig, *Blue Ridge* commanding officer, said the sort of togetherness exhibited during their visit to the orphanage goes beyond any differences in views, whether personal or political. "It's a human-to-human relationship," Heisig said. "It has nothing to do with politics. We've always been friendly between



our two peoples. That allows for a person-to-person human touch."

Heisig was given a tour of the home, and assessed the needs for a school in the process of being built nearby. The building, formed from volcanic sand mixed with cement, would cut operational costs of transportation for the 14 school-age children, according to Fil-Am Home director Merle Andrade.



Photo by PH2 Clayton Farrington

The children made the sailors feel at home during their visit. SN Allen Buchanan of *Blue Ridge* related his inspiration behind volunteering.

"I like making children happy," Buchanan said. "Sometimes they don't have big brothers. Bringing a little love is a personal achievement, and it makes me happy."

Heisig had one thing to add to that, as he sat with a small child in

Opposite page: LT (Dr.) Wayne Ham of USS *Blue Ridge* keeps busy with a game of football turned baseball with two boys from an Olongapo orphanage. Left: Maligaya evacuees patiently await food given out by USS *Mobile Bay* crew members. Below: A young resident of the Lalic evacuation camp holds one of the meals ready-to-eat that his family recieved from *Mobile Bay* sailors.



Photo by PH2 Clayton Farrington

his arms and a few more gathered around him. "It's really the crew member doing this out of his heart," he said. "There's nothing more glorious than letting the U.S. sailor follow his own heart."

Mobile Bay sailors later followed their hearts to the Lalic, Ptaiwa and Palyan evacuation centers to distribute meals ready-to-eat (MREs). In their seven-hour journey, they gave six MREs each to at least 508 families — more than 2,032 people.

These camps were some of the closest to the volcano and home to some of those hardest hit.

"This is what I call social gospel," said Chaplain (LT) Kalas McAlexander, who tried his best to coax a smile out of the children.

By his side was Petty Officer 1st Class Mark Clark, who was handing out "lifesavers" to the children.

"If you've got candy, you can make a friend anywhere," he said.

The group worked in unison, unloading hundreds of pounds of food in each camp, where not a single cross look could be seen.

"Everyone on the ships should do this, if just to see how much these people need help," said FN Christopher Henderson.

Just before reaching the last camp, they stopped to catch a peek at the still-smoldering volcano, no longer a mountain, but a jumble of muddy hills surrounding a steaming lake.

SN Tim Holle walked to the edge of a road that once led to Pinatubo, but now leads to nowhere, ending abruptly at the edge of a cliff.

"I had no idea things were this bad out here," he said, shaking his head in disbelief.

LT Mike Lombardo, giving his ship's hat to a little girl who seemed to admire it, said, "It's sad to see what happened out here, but these people are tough, and I think they will pull through."

The little girl walked away proudly wearing her new cap — a symbol that friends indeed help friends in need. □

Dutcher and Farrington are assigned to 7th Fleet Public Affairs Representative, Subic Bay.

Spotlight on excellence

Study earned this doc his tassle

Story by JO2 David E. Smith

The rigors of sea duty sometimes present obstacles for sailors determined to pursue college degrees. But for one sailor aboard USS *America* (CV 66), credit is due for his efforts, and was received recently with the toss of a tassle.

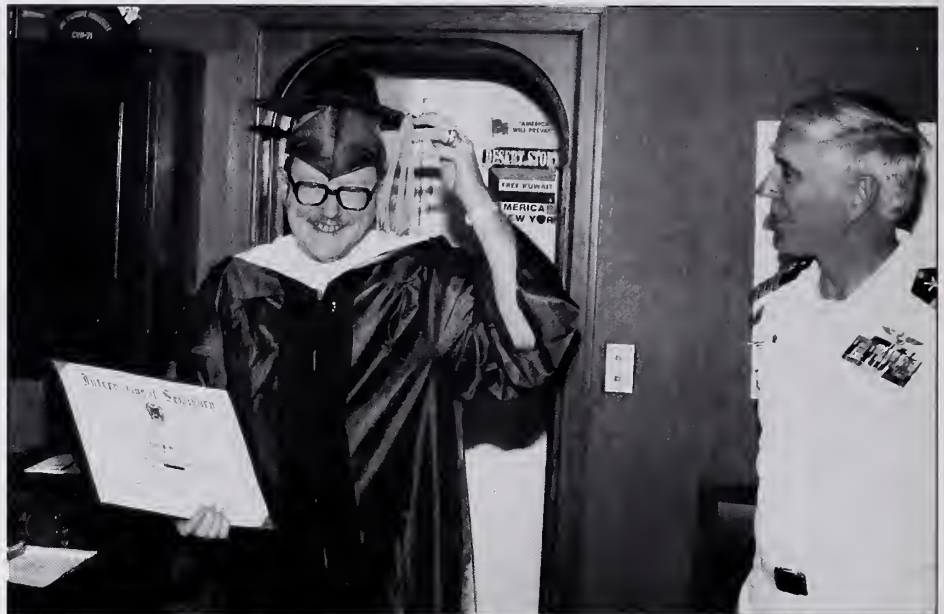
After returning from the Persian Gulf War in June 1991, Aviation Maintenance Administrationman 1st Class David P. Stanton, drug and alcohol program advisor (DAPA) for *America*, was notified that he had earned his doctorate in philosophy, Magna Cum Laude, from International Seminary, Plymouth, Fla. Draped in cap and gown, Stanton accepted the title in the in-port cabin of CAPT Kent W. Ewing, *America's* commanding officer.

"I only know three people in the Navy that have a doctorate, and they're admirals," Ewing said. "So you're joining the ranks of some pretty distinguished people."

Ewing stressed that the effort Stanton put into earning his doctorate should not be belittled because it was done through correspondence. "I can't say enough about Petty Officer Stanton's academic achievements and how much they directly apply to his Navy duties here on *America*," he added.

According to Stanton, to be a better DAPA, he focused his doctoral studies on substance abuse. "I had the counseling, and I needed that, but I didn't know very much about alcohol, other drugs or addiction," said the 15-year Navy veteran.

Originally, Stanton's goal was to obtain a bachelor's degree. In May of 1985, through extension classes at St. Leo College, Little Creek Amphibious Base, Norfolk, Stanton accomplished that goal, earning a



bachelor's degree in psychology and a place on the Dean's list. Through the Navy's Contract for Degree Program, the majority of the work for his degree was accomplished in class.

"I worked with a psycho-therapist two days a week for 18 months and wrote hundreds of pages of material," said Stanton.

With a lot of time left in the service, Stanton decided to go for his masters and doctorate. In April 1989, he once again graduated with honors — this time with a master's in analytical psychology from Vermont College of Norwich University, Montpelier, Vt. "It was the master's that got me this job," he laughed.

"I believe it's very fitting that this award be presented aboard this aircraft carrier, because much of the studies and hours and hours of research have been done aboard this vessel," said Dr. Daniel Tyler, president of International Seminary. Stanton's doctorate degree was a culmination of two years of work

AZ1 David P. Stanton switches his cap tassle to the opposite side, signifying graduation.

and a dissertation entitled, "Helping the Alcoholic."

Stanton has already received job offers from the University of California at Berkeley, the Tidewater Virginia Alcohol Safety Awareness Program and International Seminary, but plans to continue his Navy career to retirement before pursuing a teaching or counseling career.

All told, Stanton spent nine years completing his education. Although the cost of the three degrees would have set the average civilian back nearly \$14,000, Stanton used the Navy tuition assistance programs to reduce this out-of-pocket cost by more than \$10,000.

"I've proven a point to myself and anybody who wants to know," said Stanton. "If you want a degree in the Navy, you can get it — and I've got all three." □

Smith is assigned to USS *America* (CV 66).

Bearings

NMCB 1 helps American Samoa recover from Hurricane Val

There are hurricanes, and then there are storms like Hurricane Val which inflicted destruction and terror on the Southwest Central Pacific U.S. island territory of American Samoa in December 1991.

For five days, Hurricane Val blasted the island, causing unimaginable damage. Almost all of American Samoa and its nearby islands were without power due to downed or destroyed power poles and lines, putting most of the 45,000 residents in the dark for the holidays.

A week later, 28 Seabees from Naval Mobile Construction Battalion (NMCB) 1 landed on American Samoa ready to help restore power to the island for Christmas and the New Year. Assigned to the U.S. Army task force in Operation *Balm Restore*, the detail immediately went to work on their mission.

The detail was headquartered out of a U.S. Army Reserve Center in Tafuna, a town near the island's airport. They lived in tents, but showered and ate meals in the center. The typical work day started every morning, except Sundays and holidays, at 4:30 a.m., breakfast at 4:45 a.m., and work by 5:30 a.m. following quarters and a safety lecture. Then, it was off to climb power poles until around 6:30 p.m.

Weather conditions were rough for the crews, especially when they first arrived. American Samoa is near the equator and that meant battling extreme temperatures while climbing poles and dragging power lines through the island's jungle. Still, NMCB 1's detachment executed their mission flawlessly. Using two eight-man line crews, the detail, along with the American Samoa Power Authority, combed the western part of the island doing whatever was necessary to restore power.



Seabees climb utility poles in a local Samoan village to help restore electrical power to the island.

"We repaired or replaced secondary lines and supplied service entrance drops into people's homes," said Construction Electrician 2nd Class Michael A. Burgos, one of the line crew supervisors for the detail. "It was a lot hotter and more humid than on Guam, which made it difficult to do your job. You could be up on a pole for just a few minutes and be in a total sweat."

Despite arduous conditions, the work provided a training opportunity for some line crew members. "Not only was the experience good training, but being able to help someone in need at the same time made the task more worthwhile," said CE3 LaVaughn D. Campbell.

In addition to restoring power lines, the detail was tasked with placing and maintaining seven diesel-powered generators all over the island. A few of the generators were located in some of the most remote villages on the island. So, trying to get to them in the middle of the night to do repair or maintenance proved to be a challenge.

"We had generators on both ends of the island to contend with," said

Construction Mechanic 1st Class John Cadogan, in charge of a four-man crew from NMCB 1's Alfa Company. "We were running back and forth from one end of the island to the other ensuring that remote villages had basic power."

Living and working in Samoa was a tremendous experience, according to the detail's Officer in Charge LT Craig S. Hamer. "The Samoan people were very kind and courteous. They showed their appreciation at every opportunity," Hamer said, "from donating coconuts, bananas, and beverages, as well as throwing Christmas and New Year's parties for us, the Samoan people were very good to the Seabees. It was very clear that we were making some long-lasting Seabee friends."

The successful operation by the U.S. Atlantic Fleet's Battle "E" battalion was completed Jan. 10 when they loaded-up their tools and equipment and headed back to Guam to rejoin the remainder of their battalion. They left with a feeling of having made the recovery effort from Hurricane Val go much quicker and having helped the Samoans get things back to normal.

"I felt very useful there," Burgos said. "You could see how much the people of American Samoa appreciated our work, and that alone was worth the trip over there." Campbell agreed. "It was almost like we were put in a celebrity status. The people there were very nice and hospitable."

NMCB 1, "The First and the Finest," help prove the Seabee motto: "With compassion for others, we build, and we fight for peace with freedom." ■

Story and photo by JO2 James R. West, assigned to NMCB 1.

Bearings

Kennedy sailor lives for — and dies in — battle

Senior Chief Storekeeper (SW) Brian H. Kaneta has been killed in battle more than 100 times, but he lives to fight another almost monthly. He had been a participant on the day in which two wars concluded. One war brought tears to his eyes — the other brought joy of knowing that he could finally go home to his family.

Kaneta has served on USS *John F. Kennedy* (CV 67) for 50 months in several supply department positions, the last 24 as division officer for the Quality Assurance branch of the supply department.

The 37-year-old native of Kailua, Hawaii, joined a second military service in 1983 while still in the U.S. Navy. He became a Confederate Army infantryman to re-enact Civil War battles.

Kaneta has "fought" in more than 40 battle re-enactments during the past eight years in areas from Pennsylvania to North Carolina. In those battles, Kaneta has been killed hundreds of times, but as he explained, "you get up and fight another day."

Kaneta said re-enacting has been more than he ever thought it would or could be. "You can study something for a lifetime and not know it as well as living it once," he explained. "We try to teach the public the perspective in which the war was fought, through facts they never learned in a history book."

"Most people were taught only specific aspects of the period. Most will tell you the big issue of the Civil War was slavery, when most Confederate soldiers did not want to own slaves. We are taught the North was preserving the Union, when in fact it invaded a sovereign country — the Confederate States of America."

Studying has taught Kaneta that the Civil War was really about a

clash of lifestyles, with economics being the primary difference. He's sure soldiers on each side were doing what they thought was right.

In 1984, Kaneta participated in the first re-enactment of the South's



SKCS(SW) Brian H. Kaneta (second cavalryman from left) and his Civil War unit prepare for re-enactment during tri-centennial of the city of Yorktown.

surrender at Appomattox. He said it was the most emotional day he has ever spent. "I cried my eyes out. I really felt the experience. My emotions surfaced because it is not in an American's nature to surrender."

Kaneta has more than \$2,500 invested in Civil War uniforms, authentic down to the soles of his shoes — and horse. Over the years, he progressed from infantryman to cavalryman, and plays a dual role — sometimes a Confederate; other times a Union cavalryman.

In August 1990, Kaneta found himself sailing with *Kennedy* to the Red Sea in support of Operation *Desert Shield/Desert Storm*. Kaneta, reflecting on the action, said that from his research and experience with the Civil War, the art of ground

warfare has not changed in 5,000 years. The same strategic maneuvers are still practical today. "Speed, mobility and attrition wins battles and wars," Kaneta said. "Only the tools have changed in the years."

Kaneta found many parallels with the Gulf War and Civil War. The first thing the North did was blockade the South. "The first thing we did in 1990 was form an economic blockade of Iraq," he said. "The next thing that happened in both wars was political isolation. In 1861 there was no air power, so it was fought two dimensionally — naval blockade and political isolation. The added dimension of air power in the Civil War could have done in days, what actually took months and years [to accomplish]."

There were battle parallels as well. Kaneta said in the Battle for Atlanta, Army General William Tecumseh Sherman flanked the city as we flanked the country of Kuwait. As the South and Atlanta fell, Iraq was ousted from Kuwait. As for naval parallels, Kaneta explains the North had more money than the South and therefore had a larger naval fleet; while the South primarily fielded a coastal Navy. This was also the same as in our differences with Iraq.

Kaneta concluded by saying although the homecoming from the Gulf and the support of the American people were great, he personally felt happy because it was his sixth, and more than likely, last cruise — and *Kennedy* was returning to Norfolk with her entire crew.

"That war did not take my unit, *Kennedy*, or produce the casualties I'm used to in re-enacting war," Kaneta said. "For that I was very happy and grateful." ■

Story and photo by JOC Bob Young, USS *John F. Kennedy* (CV 67).

Bearings

America plays host to Vatican's elite Swiss Guard



When USS *America* (CV 66) hosted 38 members of Pope John Paul II's Swiss Guard during the carrier's port visit to Naples, Italy, during the Christmas holidays, the crew didn't know if they could impress the men who protect one of the most powerful leaders in the world.

The tradition of the Swiss Army's elite guarding the pope and the Vatican gates goes back to the time of Pope Julius II in 1506.

According to Swiss Guard Corporal Stefan Meier, every Swiss male must serve two years of active military service when they turn 20. Then they can volunteer to be part of the pope's guard. However, only 100 volunteers are selected for the prestigious honor.

Meier said one of best things about the job is meeting a variety of people

from different countries and cultures.

The guards arrived on the Norfolk-based carrier at noon and were escorted to *America's* forecandle for a photo session. They then dined in the enlisted galley and toured the ship.

On the tour, one of the highlights for the guards was a demonstration of firearms from *America's* Marine Detachment in their weapons spaces. There, the guards and Marines exchanged information on the differences and similarities of their weapons and organizations.

Other areas included in the tour were the navigation bridge, primary flight control and the flight deck, where the guards learned all about *America's* air power capability.

Another high point of the guards' tour was a visit to Jacksonville-based

Pope John Paul II's Swiss Guard relaxes aboard USS *America* (CV 66) during the carrier's visit to Naples, Italy.

Attack Squadron 32's ready room. It was there that pilots and sailors answered the many questions the guests had about *America*.

Prior to their departure, members of the guard were given copies of the photograph taken earlier, along with an assortment of ship's photographs and information, which they were eager to take back to the Vatican.

"This visit has been amazing," said Swiss Guard Lance Cpl. Josef Lieder. "We all hear about the power and force of a U.S. Navy carrier, but we don't comprehend its might until we see one. This trip to *America*, I will never forget." ■

Story by JOSA Derek Dillehay, assigned to USS *America* (CV 66). Photo by PHAN James Wix.

Bearings

NAF Atsugi medical team performs "shocking" rescue

On TV or in movies, a medical team is shown in the back of an ambulance applying electrical leads to the chest of a heart attack victim and "shocking" him back to life with a defibrillator. Unfortunately, in real life, such a procedure often does not work. Luckily, it did work at the U.S. Naval Air Facility, Atsugi, Japan.

Early one morning last November, a senior chief petty officer came into the Atsugi Branch Medical Clinic complaining of severe chest pain. Duty corpsmen quickly recognized an urgent situation. They started intravenous fluids, administered oxygen and took vital signs. Hospital Corpsman 1st Class P.J. Parejo called Flight Surgeon LT (Dr.) David Floyd at home. Clinic nurse LT Patricia Boyer administered nitroglycerine.

After examining the patient and his electrocardiogram, Floyd diagnosed a myocardial infarction (heart attack) and decided to transfer the patient immediately to Kitasato University Hospital by ambulance. HM3 John Kane drove the ambulance down busy Japanese streets. "Kane got us there in 12 minutes in morning rush-hour traffic," said Floyd. "He maintained close radio contact with the clinic to let them know of our situation."

Five minutes from the hospital, the patient stopped breathing and registered no pulse. In the back of the ambulance, HM2 Dianne Lohner and nurse Yuka Nakamura began cardiopulmonary resuscitation (CPR) while Floyd readied the defibrillator.

Despite CPR efforts, the patient remained unresponsive, pulseless and wasn't breathing. Floyd saw that the monitor showed ventricular fibrillation (rapid irregular contractions of heart muscle fibers not in sync



with heartbeat and pulse), so he chose to defibrillate [to restore the heart's rhythm]. The patient was shocked three times at increasingly higher energy settings.

Within moments, thanks to the expertise and professionalism of the medical team in the ambulance, the patient was revived and able to breathe on his own. By the time they arrived at Kitasato, he was awake, alert and talking.

"It was a very rewarding experience," Floyd reflected. "This is exactly what ACLS [Advanced Cardiac Life Support] is all about — non-cardiologists able to take care of cardiac patients." He gave high praise to the Atsugi clinic staff, the ambulance crew and the staff at Kitasato. "We have to give a lot of credit to their staff. They provide good care to critically ill patients." At Kitasato, the patient, who is in his 30s, received a blood-thinning and clot-dissolving drug to help recover from his brush with death.

"I've heard a lot of positive com-

Rescuers HM3 John Kane, LT (Dr.) David Floyd, Yuka Nakamura and HM2 Dianne Lohner, outside the Branch Medical Clinic, Atsugi, Japan.

ments from the community since this incident," said Atsugi Officer-in-Charge CDR Ed Robinson, obviously proud of his staff. "We've always had the capability to provide state-of-the-art, responsive, emergency care to our patients. [Now], we've had the opportunity to show our capabilities."

The next day, another patient came to the clinic, also in his 30s and suffering from chest pain. He too had suffered a heart attack, but luckily it was "a very small infarction." According to Floyd, the only risk factors these two had was that they were both smokers.

"These things always come in threes," said Floyd. "Now when a smoker comes in, I sit them in the same bed these gentlemen were in . . . and recommend they quit." ■

Story and photo by Bill Doughty, U.S. Naval Hospital Yokosuka, Japan.

Bearings

Clowning around means more than just getting laughs

"I've been a clown all my life," admitted CWO4 J.T. Sikes, material control officer with Patrol Squadron 24, deployed to Naval Air Station Keflavik, Iceland. With a twinkle in his eyes, a broad grin on his face and enthusiasm in his voice, Sikes added, "I love to make people laugh. It's a way of making people realize there's an easy escape to all their problems. Life is fun — enjoy it!"

Although the 26-year Navy veteran from New Iberia, La., has always enjoyed clowning around, he explained that he wasn't a "real" clown until two years ago. "The squadron had just returned from a deployment to Sicily when I was asked to organize a group to participate in a Multiple Sclerosis Walk-a-thon in Jacksonville, Fla. About 30 of us showed up that Sunday morning, along with 7,000 others, for the 10K walk.

"After we started, a 7-year-old boy in a wheelchair passed us with sweat dripping from his eyebrows. Occasionally he had to stop and massage his hands so he could continue to push his wheels. Here we were, enjoying a leisurely walk, while he was really working, struggling along. A couple of us decided to walk backwards to make it a challenge for ourselves. We were about finished when a group of clowns approached us and said we were crazy to walk a 10K backwards. They seemed to like the idea and joined us. I told them I had always wanted to be a 'real' clown, and the rest is history."

Sikes went to his first clown meeting and then checked out all the



books available on clowning in his local library. There were only three: one dealing with makeup, one on juggling and one on balloon tying. Within 21 days Sikes designed his face and costume, created a routine for "Bubba" and made his first public appearance. No one believed he hadn't received formal training.

Left: "Bubba" Sikes loves to make people laugh and stresses that "Life is fun — enjoy it!" Below: CWO4 J.T. Sikes says, "normal is boring," and challenges his co-workers to enjoy life.

Sikes also used a character named "Nerdy," created from what he feels were personal experiences. Nerdy wears a high pair of pants and greased, parted hair.

"I'll never forget one of my first performances as a 'real' clown and how my presence at the Humana Hospital in Orange Park, Fla., made a difference to the patients and to me," Sikes recalled. "I went there to visit the children's ward, but a nurse asked me to see one of the older patients as well. The woman's response inspired me and still encourages me to continue clowning today. Her face lit up when she saw me. She grabbed my arm and cried and said, 'I've been in this hospital for two weeks and no one has visited me.' She couldn't thank me enough and wouldn't let go of me. I was told later that the medical staff believed my visit was the turning point in her recovery."

After wiping his tears, Sikes continued, "You see, there is a real need for us to show others that someone cares about them. We all like to feel loved and want to be happy, no matter how young or old we are, or what financial status we have or have not attained. A clown doesn't care about your status. A clown only wants to make you laugh." ■

Story and photos by JOC Terry Barnthouse, Commander Iceland Defense Force, Keflavik, Iceland.

Mail Buoy

Are you ready?

Many writers to numerous editorial sections, to include *All Hands*, have voiced the same complaint and/or question. Why hasn't their ship or platoon been mentioned as a participant in the Gulf War? If you were there, did your job and got out alive, that's all that's important. To those who can't be satisfied with that, be sure that there is another "conflict" on the horizon in which U.S. Armed Forces will be involved. As of this writing there was a coup attempt in Venezuela, and who predicted that to happen? So don't worry about being recognized, worry about being ready.

—HM2 Brian J. Peters
HQ Medical, AFSouth

Company's coming, fix it up

I read your magazine on a semi-regular basis. I am currently deployed aboard an LHA, and I found a comment made by a naval officer in your November issue of *All Hands* perturbing.

On Page 33, CDR Dwayne Covert remarked, "We tried to upgrade certain areas of the ship by fixing all the little things that slip through the cracks." Why does it take the short stay of 70 civilians to get those things that "slip through the cracks" taken care of? This is not my first encounter with that attitude. After reading your article, I would like to see some media members put in my berthing areas, since that seems to be a motivation for taking care of those problems that should be taken care of anyway.

—Staff Sgt. Michael Cooper
22 MEU, Radio BN Detachment

Reunions

• **USS Gosper (APA 170)** — April 15-18, Charleston, S.C. Contact Emery Smoak, 101 E. Murray St., St. George, S.C. 29477; (803) 563-4009.

• **Naval Security Group Activity Skaggs Island** — May 1-2, Sonoma, Calif. Contact Michael Dimmel, P.O. Box 1041, Sonoma, Calif. 95476; (707) 553-3332.

• **USS Yarnall (DD 541)** — May 12-14, New Orleans. Contact Rance M. Manning, 1272 Villa, Space 105, Clovis, Calif. 93612; (209) 299-8412.

• **USS Santee (CVE 29) Veterans Association** — May 27-30, Norfolk. Contact

John B. Mhell, P.O. Box 626, San Clemente, Calif. 92672.

• **USS Palmer (DMS 5)** — May 1992, Towson, Md. Contact Alfred Lunt, 208 W. Oakcrest Ave., Northfield, N.J. 08225.

• **NAS Olathe, Kansas** — June 24-28. Contact Joe Cox, Old Olathe Naval Air Museum, 8616 Kessler, Overland Park, Kan. 66212; (913) 381-3939.

• **USS Lowndes (APA 154)** — June 25-28, Harrisburg, Pa. Contact William "Bud" Kautz, 34782 Hiawatha Trail, McHenry, Ill. 60050; (815) 344-6326.

• **USS Forrest B. Royal (DD 872)** — June 25-28, Newport, R.I. Contact Ron Larsen, 1240 Franklin St., Wisconsin Rapids, Wis. 54494; (715) 423-8905.

• **USS Shangri-La (CV/CVA/CVS 38)** — June 28-July 3, Falmouth, Mass. Contact Tom Hill, P.O. Box 68386, Virginia Beach, Va. 23455; (508) 746-3692.

• **USS Guadalcanal (CVE 60), USS Pillsbury (DE 133), USS Pope (DE 134), USS Flaherty (DE 135), USS Chatelain (DE 149) and USS Jenks (DE 665)** — June 1992, Everett, Wash. Contact Jack S. Dutton, 5530 Winchelsea Drive, Normandy, Mo. 63121; (314) 522-3975.

• **USS Vinton (AKA 83)** — June 1992, Hickory, N.C. Contact Rick Coffey, P.O. Box 5145, Hickory, N.C. 28603; (704) 256-6274.

• **USS Vicksburg (CL 86)** — June 1992, Colorado Springs, Colo. Contact Pete M. Dosen, P.O. Box 491, Aguilar, Colo. 81020; (719) 941-4438.

• **Battle of Midway** — June 1992, Washington, D.C. Write to: 50th Midway, Box 168, National Naval Medical Center, Bethesda, Md. 20814.

• **VB/VPB 144, World War II** — June 1992, San Diego. Contact Lynn Hawkins, 24 Admiralty Circle, Coronado, Calif. 92118; (619) 424-9016.

• **USS Ashland (LSD 1/48)** — July 8-11, Portsmouth, Va. Contact Milt Ferguson, 1540 E. Moore Road, Hillsdale, Mich. 49242; (517) 437-7205.

• **11th Engineer Battalion, 3rd Marine Division** — July 8-12, Parris Island, S.C. Contact Charles Luhan Jr., 8451 S. Kilbourn Ave., Chicago, Ill. 60652-3045.

• **USS Independence (CV 62) and Air Wings** — July 9-12, Nashville, Tenn. Contact Denis J. Bagley, 12 Trenton Ave., Edison, N.J. 08817; (908) 819-0359.

• **RNMCB 17 Chief Petty Officers** —

July 24. Contact B. Speller, 68 Forestbrook, Gettysville, N.Y. 14068; (716) 636-2745.

• **USS Prichett (DD 561)** — July 24-26, Waterloo, Iowa. Contact Robert E. Van Sickle, Rural Route 1, Box 110, Freedom, Ind. 47431; (812) 829-3809.

• **NavComSta Londonderry, Northern Ireland** — July 27-Aug. 2, Derry, Northern Ireland. Contact Tom Porter, NM, Bldg. 420, Dam Neck, Va. 23461; (804) 433-8067.

• **VF 53/141 "Iron Angels"** — July 1992, San Diego. Contact Harold Dolin, 9646 Hamilton Hills Drive, Fishers, Ind. 46038; (317) 849-0218.

• **USS Rochester (CA 124)** — July or August 1992. Contact John Thompson, 665 School St., Stoughton, Mass. 02072; (617) 344-6354.

• **USS Dionne (DE 261)** — Aug. 5-7, Buffalo, N.Y. Contact Robert L. Nickerson, 3109 Bryan Road, Burtonsville, Md. 20866; (301) 236-0638.

• **National Seabee Veterans Association** — Aug. 5-9, Schaumburg, Ill. Contact Norm Hill, 90 High St., Exeter, N.H. 03833-2920; (603) 772-4475.

• **USS Chevalier (DD/DDR 805)** — Aug. 6-8, Fort Myers, Fla. Contact Donald R. Hall, P.O. Box 649, Shelter Island, N.Y. 11964; (516) 749-1128.

• **USS McCloy (FF/DE 1038)** — Aug. 7-9, Philadelphia. Contact Richard J. Oates, 5314 Todd Blvd., Mobile, Ala. 36619; (205) 443-5600.

• **USS Naifeh (DE 352)** — Aug. 10-12, Buffalo, N.Y. Contact David K. Boutillier, 22 W. Carr St., Whitinsville, Mass. 01588; (508) 234-2358.

• **USS (PC 1176)** — Aug. 10-12. Contact L. Warren "Red" Emery, 637 Carol St., Dover, Del. 19901; (302) 674-2631.

• **Cincinnati Reds Special Recruit Company (1972-1992)** — Aug. 12, Cincinnati. Contact YNC Harry Mills, 550 Main St., Room 2208, Cincinnati, Ohio 45202-3262; (513) 684-2806.

• **USS (PC 793) Association** — Aug. 12-16, Nashville, Tenn. Contact Joseph O. Wilkinson, 461 Lawrence Switch Road, Jackson, Tenn. 38305; (901) 422-5795.

• **USS Brush (DD 745)** — Aug. 13-16, Denver. Contact Quenton Miller, 309 Fayette Davis Ave., Cleveland, Miss. 38732; (601) 843-5572.

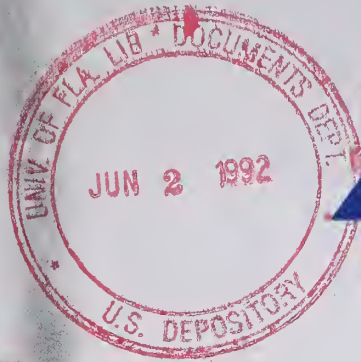
Crewmen aboard USS O'Bannon haul in on a line as the destroyer arrives for a port visit during Unitas XXXII, a combined exercise involving the naval forces of the United States and nine South American countries. Photo by PH2 Johnny D. Bivera.





Uniting the Americas ● Page 29

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ALL HANDS

MAY 1992



Bob
on the run

OF F. L. ...

USS Iwo Jima sailors raise their hands in victory during the P-250 pump competition — one of several events held at Naval Station Norfolk's damage control olympics. Photo by JO1 Tom Logan.



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All Hands (USPS 372-970; ISSN 0002-5577) (Number 902) is published monthly by Navy Internal Relations Activity: 601 N. Fairfax St., Suite 230, Alexandria, VA 22314-2007. Second-class postage paid at Alexandria, VA 22314, and additional mailing offices.

Subscriptions: Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

Postmaster: Send address changes to *All Hands*, 601 N. Fairfax St., Suite 230, Alexandria, VA 22314-2007.

Editorial Offices: Send submissions and other correspondence to: NIRA, Print Media, Attn: Editor, 601 N. Fairfax St., Suite 230, Alexandria, VA 22314-2007. Phone (703) 274-6208 (AV 284-4455) for editorial; (703) 274-5953 (AV 284-4315) for distribution.

Message: NAVINREACT WASHINGTON DC.

Authorization: The Secretary of the Navy has determined that this publication is necessary in the transaction of business required by law of the Department of the Navy. Funds for printing this publication have been approved by the Navy Publications and Printing Policy Committee.

NIRA also publishes *Captain's Call Kit*, *Navy Editor Service*, *Navy Family Lifeline*, *Navy News Service* and *Public Affairs Communicator*.

ALL HANDS

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MAY 1992 — NUMBER 902
69TH YEAR OF PUBLICATION



Photo by JO2 Jonathan Annis

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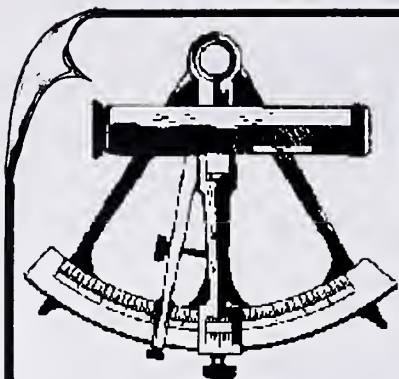
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45 Bearings / **47** Mail Buoy, Reunions

Front cover: USA II's four-man bobsled team glides around the track at the XVI Olympic Winter Games. Photo by PH1(AW) Joseph Dorey. See story Page 20.

Back cover: Upper left: The U.S. hockey team put up a valiant effort against the Unified Team but lost its bid for a medal. Right: Spectators line the ski slopes for women's alpine skiing in Meribel, France. Lower left: A U.S. skier flashes by in the women's giant slalom. Photos by PH1(AW) Joseph Dorey.



DNA repository established

DoD has authorized the establishment of a DNA repository to aid in the identification of remains of all service members.

"The establishment of this repository may very well mean that we will no longer have an 'unknown soldier' from future battle casualties," said Army Major Victor Weedn, Chief of the Armed Forces Institute of Pathology, DNA Identification Laboratory.

The DNA repository will consist of preserved blood samples and oral swabs from all service members. Plans call for specimens to be collected from service members upon entry into the military. It is estimated that specimen collection for the entire active-duty military population will be completed during a five-year period.

DNA specimens will be collected and stored by the military, but testing will take place as necessary. "Each specimen will

From the charthouse

be treated . . . with confidentiality and respect," Weedn said. The repository will be used to identify human remains, particularly from incidents such as airplane crashes or military conflict.

Navy integrates recruit companies

Naval Training Center Orlando, Fla., Recruit Training Command (RTC) implemented a pilot program in February in which the Navy trained the first mixed gender recruit companies. A total of nine companies participated in the program.

The first training group, consisting of five recruit companies, began training in early February and graduated in April. The second training group, consisting of four companies, began boot camp in late February and is scheduled to graduate this month. Collectively the pilot program affects nearly 530 men and 360 women recruits.

RTC Orlando's integrated program was developed after a Navy Women's Study Group made the recommendation to the Secretary of the Navy in April 1991. The study group suggested that the Chief of Naval Education and Training (CNET), in Pensacola, Fla., "develop a pilot program for recruit training that teaches women and men how to work together in teams, which fosters

mutual, professional respect."

RTC Orlando Commanding Officer CAPT Kathleen Bruyere commissioned a team of officer and enlisted women and men in August 1991 to study the concept of full integration and to structure a plan for carrying out a pilot program. The program was approved in December 1991 by CNET VADM Jack Fetterman and by Commander Naval Training Center Orlando RADM Len Oden.

RTC Orlando trains an average of 27,000 recruits each year; approximately one-third are women.



Navy Campus offers tuition help

The Tuition Assistance (TA) program is a financial cost-share program which pays up to 75 percent of a sailor's tuition at an accredited college or university.

TA is authorized with the following constraints:

- Undergraduate courses — 75 percent of a maximum \$125 per credit hour, not to exceed \$285 per course.
- Graduate courses — 75 percent of a maximum \$175 per credit hour, not to exceed \$395 per course.
- High school completion courses — fully-funded under TA.

For more information, see your Navy Campus education specialist or refer to OpNavInst 1560.9.

You've got a friend

When personal crises occur, knowing someone is willing, able and available to offer support when needed helps a great deal. Your command support team could help you lighten the load.

A command support team consists of spouses of personnel assigned to a command. It should be both supportive and helpful in maintaining the well-being and morale of the command — families



CHAMPUS limits outlined

CHAMPUS (Civilian Health and Medical Program of the Uniformed Services) cost-sharing of medically or psychologically necessary mental health care received from civilian sources is subject to certain rules and limits. Here's a rundown of some of the major guidelines for CHAMPUS-covered mental health care.

Yearly limits

For inpatient mental health care provided on or after Oct. 1, 1991, limits are as follows:

- For adults age 19 and over — 30 days per fiscal year, or 30 days in one admission to an inpatient mental health care facility.
- For children age 18 and under — 45 days in a fiscal year, or 45 days in a fiscal year in one admission.
- For inpatient mental health services provided by residential treatment centers — 150 days in any fiscal year, or 150 days in one admission.

The patient's age at the time of admission determines how many days of inpatient mental health care CHAMPUS will cost-share.

The day limits may be waived for reasons of medical or psychological necessity. As in the past, civilian providers of mental health care must request waivers for their CHAMPUS-eligible patients from the CHAMPUS mental health review contractor.

Advance approval required

Admissions to residential treatment centers, or non-emergency hospital admissions for inpatient mental health care, must be authorized in advance by the CHAMPUS mental health review contractor. The contractor must also approve the continuation of inpatient services within 72 hours after an emergency admission.

For more information about the rules governing mental health care under CHAMPUS and before you seek such care, contact the Health Benefits Advisor at the nearest uniformed services medical facility. □

in particular.

The CO's and XO's spouses, Ombudsman, Key Wife/Fac-Team members and Command Master Chief's or Chief of the

Boat's spouse fill important leadership roles on the support team and are willing volunteers who create a positive spirit in the organization. Such

enthusiasm benefits younger spouses and enriches the cohesiveness of command families.

As always, sensitivity, confidentiality and open lines of communication are crucial in sustaining good relationships among support team leaders.

Each command is distinct in its makeup. The presence of friendly and interested support leaders is important, particularly if the ship or command deploys.

These team members want to share their experiences with others and be helpful to the families and single personnel, especially those recently entering the military lifestyle.

MSC names female Force Master Chief

Master Chief Avionics Technician (AW) Janeece Dickerson relieved Master Chief Navy Counselor (SW) Jackie R. Mondie as the Force Master Chief for Military Sealift Command, the first time a woman has held one of the 40 Chief of Naval Operations-directed command master chief billets.

Dickerson enlisted in the Navy in 1974 as an aviation electronics technician and is qualified as a plane captain on several types of aircraft, including the C-130 and the C-12. She was advanced to mas-

ter chief after 17 years of service.

NEX comment cards

Do you have a comment, complaint, compliment or suggestion about your Navy Exchange (NEX), Auto Service Center or Navy Lodge? NEX officials would like to hear.

Customer comment cards can be found in your local NEX. You can evaluate merchandise, prices, selection, store cleanliness, check-out efficiency and employee friendliness and knowledge.

The postage-paid cards are evaluated and analyzed. A quarterly report is then sent to the field, giving NEX officers-in-charge the ability to know what their customers' needs are and develop ways they can make shopping at the NEX better.

If you have a specific inquiry, you will receive a personal response from the NEX Command Customer Service Department. Patrons can also call a toll-free line at (800) 628-3924 to voice a concern or a comment about NEX services. □





In the New World Order, some Old World crises still rear their heads to upset a peaceful planet, as was the case Sept. 30, 1991, in the island nation of Haiti.

A military coup that ousted President Jean-Bertrand Aristide sent thousands of Haitians seaward through the Windward Passage, the often turbulent waters separating Haiti and Cuba. Not since the 1980 Mariel Boatlift, when economic migrants from Cuba attempted to reach U.S. shores, had the U.S. Coast Guard and Navy been involved in such a massive search-and-rescue operation.

Since the 210-foot U.S. Coast Guard Cutter (USCGC) *Steadfast* (WMEC 623) spotted a 30-foot sailboat carrying 19 Haitians Oct. 28, 1991, nearly 15,000 migrants have been intercepted at sea aboard overcrowded and ill-equipped vessels, and brought aboard U.S. ships for transport to Guantanamo Bay, Cuba (Gitmo).

Haitians began arriving at Gitmo Nov. 13, 1991. When *Steadfast*, USCGC *Confidence* (WMEC 619), USCGC *Dallas* (WHEC 716) and USCGC *Tampa* (WMEC 902) arrived at Gitmo with more than 1,500 Haitians aboard, station personnel had already begun preparing their isolated outpost for the population boom. As Operation *Gitmo* began, the station geared up for the human flood in an effort that rivaled field preparations in the Saudi desert for Operation *Desert Shield*.

Island personnel from public works, supply, safety and medical departments joined base chaplains to offer the newcomers support.

Within 12 hours of notification, public works crews renovated berthing, galley and sanitary facilities at Camp Bulkeley. Modifications to medical facilities were made to treat migrants as they came ashore, and Marine Corps, Air Force and Seabee engineers began to construct a

Exodus at sea

*A human flood from Haiti
puts U.S. forces to work*

Photo by PA2 Robin Ressler, USCG



Opposite page: Haitian migrants crowd a Jacob's ladder aboard USCGC *Mohawk* after interception in the Windward Passage. **Above:** A typical scene during the exodus as U.S. small boats struggle to transport Haitians from their overcrowded, unseaworthy craft. **Right:** More than 500 migrants were housed in USS *Pensacola's* well deck as they awaited the completion of tent cities at the U.S. Navy base at Gitmo.

humanitarian center and tent cities to house the guests. Public works fabricated more than 12,000 steel tent stakes during the project.

As the repatriation battle raged in the U.S. courts, cutter after cutter was forced to pull into Gitmo. Seven Coast Guard ships were so packed with people that they could no longer safely patrol without endangering their embarkees. To alleviate the overcrowding, USS *Tortuga* (LSD 46) housed more than 800 Haitians, while USS *Moinester* (FF 1097) assisted in at-sea rescues, offering a dry deck to nearly 200 people. Meanwhile, the flood of Hai-

tians continued, with U.S. ships intercepting nearly 500 people each day.

While U.S. Immigration and Naturalization Service (INS) agents interviewed migrants, the ships' crews worked to keep the embarkees comfortable, offering medical assistance, food, clothing and shelter.

As the U.S. State Department toiled to work out a solution to the exodus, a 1,700-member joint task force (JTF), headed by Marine Corps Brig. Gen. George H. Walls Jr., arrived at Gitmo, and took over the day-to-day management of the migrant camps and augmented medical and security forces. Medical personnel from naval hospitals in Bethesda, Md.; Portsmouth, Va.; Newport, R.I.; Charleston, S.C.; Oakland, Calif., and San Diego headed to Gitmo to provide additional medical and dental services for the growing population.

Gitmo personnel worked throughout the operation. The island's

U.S. Coast Guard photo



Branch Dental Clinic staff treated emergency patients prior to the establishment of a field facility co-manned by JTF specialists.

By early December, Gitmo and JTF personnel completed tent cities that could house up to 10,000 people. Migrants aboard *Tortuga*, *Moinester* and the cutters were transferred ashore as USS *Pensacola* (LSD 38) delivered another 700 Haitians.

Right: A U.S. Navy physician administers medical care to a Haitian woman after arriving at Gitmo. Below: In the crowded tent cities, Haitians used donated goods to maintain day-to-day life as their future hung in the diplomatic balance. Below right: Gitmo and joint task force personnel constructed two huge tent cities to shelter Haitian migrants from the Caribbean sun.

Each arriving Haitian was screened by a corpsman and doctor, making sure that those who needed care got it and ensuring that those who didn't need care stayed healthy.

Like most people assigned to Gitmo LT (Dr.) H. Tucker Webb, an optometrist, didn't worry about the political issues. During the traditional season of peace, Webb and fellow "Gitmo-ites" brought the Christmas spirit to the islanders, providing shelter, food, medical care and a respite from the turmoil that plagued their country.

"Helping the Haitians is just another great example of how well the U.S. military can come together to provide total care to a nation in need," Webb said. "I don't think they could have ended up on a better



Photo by JOI(SM) Gregg L. Shaza

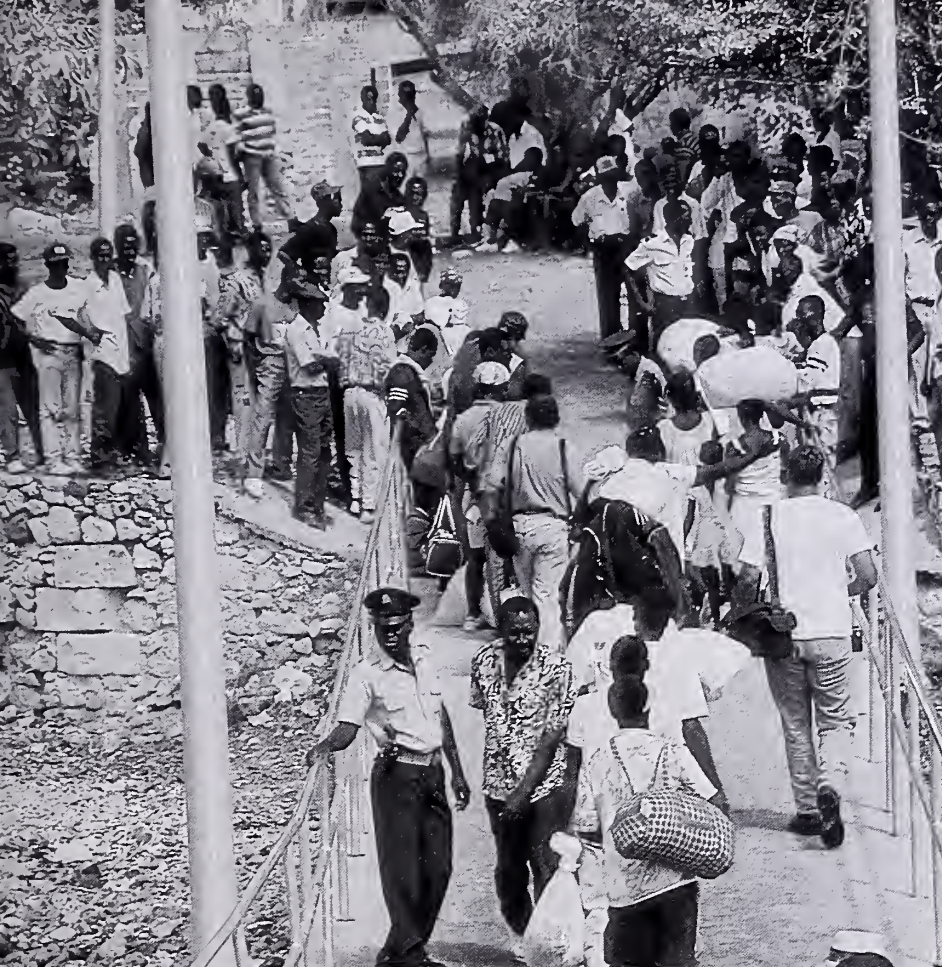


Photo by PA2 Jellair H. Brown, USCG

Above: Recently repatriated Haitian migrants await transportation back to their villages from Port au Prince, Haiti. Coast Guard vessels returned more than 500 daily from their temporary shelters at Gitmo.



Photo by JO1(SM) Gregg L. Snaza

island when it comes to the care they have received."

That care included a donation drive headed by Gitmo Chaplain (CDR) Bruce Martin for clothing, toys and games needed by the unexpected guests. Many of the men, women and children living in the camps fled with only what they could carry. Gitmo personnel and their families responded well to the drives, but the need was too great. Commands in Norfolk organized a stateside clothing drive, moving donated items to Gitmo in early December.

Even with workloads stretched to the limit, Gitmo opened its heart to the Haitians. Volunteers spent hundreds of hours collecting, sorting and distributing donated T-shirts, shorts, dresses, sandals, dominoes and stuffed animals.

"These people are very thankful for what they do have," said volun-

teer coordinator Sunny Lee.

Known for their commitment to continued education, Gitmo personnel and family members taught Haitian children elementary classes in addition to donating clothing, food and toys. Volunteers flocked to contribute in any way they could.

Gitmo chaplains were calming influences on the migrants, demonstrating that the U.S. military was different from the one they just left in Haiti. They held services daily while Haitians were still housed aboard the Navy and Coast Guard ships in port, with well decks aboard *Pensacola* and *Tortuga* serving as sanctuary for both shelter and spiritual support. Chaplains supported Americans as well, "walking the perimeter" with JTF and Gitmo personnel, strained by arduous duty schedules during Operation *Gitmo*.

As Coast Guard ships ferried Haitians back across the Windward Passage for repatriation, Gitmo personnel remained on-station to support the remaining residents. Without hesitation, they continued to work together to aid those in need.

"The Haitians' situation was frustrating for me to understand," said Hospital Corpsman 2nd Class Jody Craycraft, "but it must be even harder for them to understand."

During the past two years the Navy-Marine Corps team has assisted in removing civilians from war-torn Liberia and Somalia, helped the Kurds in the aftermath of Operation *Desert Storm*, provided humanitarian assistance to the victims of a deadly cyclone in Bangladesh, and aided Americans and Filipinos displaced by the eruption of Mount Pinatubo. The Haitian mission is yet another demonstration of the flexibility of the maritime force structure — ready and reliable to complete the mission, no matter where the call. □

Compiled from DoD press conferences and on-scene Navy and Coast Guard journalist reports.

Saved from the surf

Moinester's crew provides Haitians a dry deck

Story by JO1 Steve Orr

In late November 1991 the frigate USS *Moinester* (FF 1097) was steaming near Guantanamo Bay, Cuba (Gitmo), when lookouts spotted a 40-foot sailboat in distress.

"We were going south for training and patrol," recalled CDR Pierre Vining, *Moinester's* commanding officer. Although the frigate's crew didn't realize it at the time, there were 198 Haitians aboard the sailboat — 158 of them were crammed below decks. "They had no water, no sanitation," Vining said. "Many of them were sick; they hadn't eaten in four days. None of them knew anything about sailing."

Once the call went out through the ship that *Moinester* would be embarking the Haitians, the crew sprang into action. Search-and-rescue (SAR) swimmers from Helicopter Anti-submarine Squadron (Light) 34 grabbed their gear and stationed themselves forward and aft. Boatswain's mates from *Moinester's* 1st division prepared ladders and launched the captain's gig. Crew members who were familiar with the Creole dialect acted as interpreters.

"I translated instructions from our ship to the Haitians on how to handle their sailboat so we could maneuver alongside," said Storekeeper 1st Class (SW) Rudy Tavernier. "I told them to remain calm and to follow the instructions I relayed to them."

A pilot's ladder was lowered over *Moinester's* side, but in the rush to leave the sailboat, the Haitians nearly capsized their craft, and several people fell overboard.

"The SAR swimmers were in the water and had control of the situation in about 10 seconds," Vining said. One of the two swimmers, Aviation Anti-submarine Warfare

Operator 3rd Class (AW) Mike Hansen, dove in as six Haitians began to float behind the ship.

"I saw one woman who went completely under [the] water," Hansen said. "By the time I got to her, she was about 10 feet down. I pulled her to the surface and started pulling her back to the ship. I didn't even know she was breathing until she reached around and grabbed hold of my arm."

"Thanks to their quick actions and the actions of the crew, everyone in the water had hold of some sort of life gear in less than a minute," Vining said.

As the Haitians were brought aboard, *Moinester's* 300-man crew was suddenly faced with several challenges. Where were the newly-embarked visitors going to stay? What were they going to eat? Several crewmembers began working on solutions to these and other problems as soon as the sailboat was brought alongside.

One of the first priorities was treating the Haitians for the numerous medical problems associated with malnutrition and dehydration.



One of hundreds of crowded sail-powered craft used by Haitian migrants to flee through the Windward Passage.

USS *Moinester* offered shelter to nearly 200 Haitians while in Gitmo as Guantanamo Bay and JTF personnel rallied to build tent cities for the migrants.

"They were all basically skin and bones," said Chief Hospital Corpsman (SW) John Branigan. "We sectioned off the flight deck, setting up cots and tents. We treated the most serious cases first. Some of them had been injured in the panic to leave the sailboat. We gathered blankets, checked vital signs and kept close watch over the most seriously injured."

When *Moinester* pulled into Gitmo about 12 hours after discovering the Haitians, the most seriously-injured woman was transferred to medical facilities ashore. Branigan, along with HM3 Michael Carolus and Fireman Apprentice Eric Lassiter, spent almost three days without sleep, treating the Haitians and monitoring their condition.

Meanwhile, *Moinester's* crew set about to make their guests as comfortable as possible. The 197 Haitians who remained eventually spent a week aboard. A large custom-made tarpaulin was stretched over the flight deck to ward off the sun's heat, and showers and portable heads were set up. A stereo was rigged for the guests' enjoyment, and the crew donated clothing to replace the tattered rags many of the Haitians wore.

An important issue was diet. "For the week they were aboard, we kept a close watch on what they ate," Branigan said. "I got together with MS1 [Mess Management Specialist 1st Class] Michael Fender, the galley supervisor, and mapped out a suitable diet for them since they had gone so long without food. We started with bland foods like peanut butter, grits, tea and coffee, and worked our way up to stronger foods." Before the Haitians left the ship, they had progressed far enough to share Thanksgiving dinner with *Moinester's* crew.

"Although we had to feed nearly 200 extra mouths per meal for a week, there were plenty of stores aboard to feed them," Fender said. "The galley staff was eager to meet the challenge of feeding everyone, and the Haitians were grateful for what we gave them."

"After a while, the Haitians started getting a little restless," said Chief Master-at-Arms (SW) Michael Reid, who coordinated much of *Moinester's* efforts. "We decided to set up some activities for them, including card games and church services. We also did our best to keep them informed of what was going on."

"After a couple of days, we were able to establish a routine that meshed with the routine of the ship. They had set meal hours, taps and sick call. It made them feel closer to our sailors. When they finally left the ship, it was like losing part of the crew."

"Most of the crew turned out to send the Haitians off," Vining added. "There were handshakes and hugs. While they were aboard, we had no trouble at all, because the



crew convinced our guests of our good intentions."

While *Moinester* hosted one boatload of Haitians, Vining pointed out the efforts of other military units involved, especially those at Gitmo.

"Gitmo did a great job," Vining said. "They kept us fully informed and gave us everything they could to help us take care of the Haitians. They deserve a special tip of the hat."

Focusing back on his own crew, Vining said that he felt proud of the men of *Moinester*. "One of the delights of command is watching the team pull together. Everybody just jumped right into the middle of it and made things happen. It was totally their show." □

Orr is assigned to NIRA Det. 4, Norfolk.

Downsizing the Navy

New policies outlined



The Bureau of Naval Personnel (BuPers) has introduced a number of policy changes to protect the careers of Navy men and women until they are eligible for retirement. Among the changes, which were detailed in recent NavAdmin messages, are new procedures for first-term reenlistments and extensions. These include voluntary early-out opportunities; slightly reduced enlisted and officer advancement opportunity; selective early retirement (SER) boards for E-7/8/9 and warrant officers; and some reduced high-year tenure (HYT) points beginning in 1993.

Explaining these policy changes, Chief of Naval Personnel VADM R.J. Zlatoper emphasized that the cornerstones of the Navy's manpower strategy are unchanged. "Navy leadership is firmly committed to maximum possible stability for career Navy personnel, adequate pay and benefits, a better quality of life for sailors and their families and recruiting high-quality youth to enter the Navy. With such high reenlistment rates in recent months, we've had to make some tough decisions to keep these commitments, and to keep us on glideslope for required reductions without involuntary separation of mid-career personnel."

To meet the requirement to reduce the size of the Navy from

571,134 to 551,400 this fiscal year, and to 501,200 by 1997, the Navy already has taken many steps to reduce the number of people in uniform without forcing out career sailors or jeopardizing readiness.

Previous steps have included reduced accessions of new sailors and officers to minimal levels necessary to meet fleet requirements; offering waivers of time-in-grade requirements for retirement of chief, senior chief and master chief petty officers, as well as some officers; holding SER boards for captains and commanders in 1990 and 1991; adjusting bonus programs to encourage careers in skill areas where the Navy has the greatest needs; requiring first-term sailors in CREO 3 ratings to have BuPers approval for reenlistment; and offering voluntary separation incentives (VSI) and special separation benefits (SSB) to 13,360 first and second class petty officers in more than 45 overmanned skill areas.

However, high rates of enlisted and officer retention and fewer than normal retirements made additional actions necessary. According to the Master Chief Petty Officer of the Navy (MCPON), AVCM(AW) Duane R. Bushey, "Several of the items contained in this revised plan are recommendations that were made from sailors in the fleet, which

Sailors should look closely at the options offered in the voluntary early-out programs.

includes commanding officers, executive officers, command master chiefs and the white hats. I traveled extensively seeking inputs on how to draw down by 70,000 sailors."

One of the senior enlisted leaders who made inputs through the Chief of Naval Operations Master Chief Advisory Panel was AVCM(AW) Allan Williams, command master chief, Naval Base Norfolk. "The plans and forethought put into this program, and the changes we see now, are there to protect career designated sailors — to see that they have the opportunity to get a full career in the Navy. I think we are heading in the right direction."

Two new policies — based on inputs from MCPON visits, detailer trips and discussions with Navy commanders — are expected to increase the number of people leaving the Navy voluntarily this year. The first is an early-out program which allows sailors to separate up to 90 days prior to their end of active obligated service (EAOS), subject to the command's endorsement and BuPers approval.

A second early-out program applies to both officers and enlisted personnel assigned to units being decommissioned or moved. These

Summary of Navy policy changes

The following Navy policy changes are designed to protect mid-career personnel and to ensure the right mix of skills and experience are maintained as the Navy reduces in size to meet congressionally-mandated end strength levels. Sailors are encouraged to discuss questions or concerns with their chain of command and career counselors.

Reenlistment of first-term personnel. Effective Feb. 25, 1992, commands must have authority from BuPers to reenlist first-term personnel. CREO group, progress toward advancement, military conduct, warfare qualifications and other factors will be considered. Most extensions must be approved by BuPers or EPMAC. Refer to ENCORE Program (NavAdmin 021/92).

"Early out" opportunities. Authorizes separation for sailors with an EAOS of Dec. 29, 1992, or earlier, up to 90 days prior to EAOS, with approval at CO level (NavAdmin 030/92). Officer and enlisted personnel assigned to commands being decommissioned or moved may request early separations of up to one year.

Voluntary Separation Incentive(VSI)/Special Separation Benefit (SSB). Annuity or lump sum compensation packages available to 13,360 first and second class petty officers in 47 over-strength skill areas if they volunteer to leave the service. (NavAdmin 004/92 and 026/92).

Selective Early Retirement (SER) Boards. Convened in 1990 and 1991 for retirement-eligible captains and commanders, SER boards in August/September 1992 will consider Fleet Reserve and retirement-eligible chief warrant officers and chief petty officers with at least two years in rate. Number selected for retirement by June 1993 will be determined by voluntary retirements and

legal limits on senior enlisted and officers. (NavAdmin 036/92).

High-Year Tenure (HYT) Policy. Revises maximum active-duty time based on paygrade, effective for Navy members in 1993 (NavOp 06/92):

| Paygrade | Old HYT | New HYT |
|----------|---------|---------|
| E-9 | 30 yrs. | 30 yrs. |
| E-8 | 28 yrs. | 26 yrs. |
| E-7 | 26 yrs. | 24 yrs. |
| E-6 | 23 yrs. | 20 yrs. |
| E-5 | 20 yrs. | 20 yrs. |
| E-4 | 10 yrs. | 10 yrs. |

Advancement opportunities. About 5 percent lower for promotion to lieutenant commander, commander and captain, and 10 percent lower for enlisted personnel while vacancies are limited by high retention and manpower reduction requirements.

E-8/E-9 Advancements. Effective June 1, 1992, advancements to E- 8/E-9 will occur in monthly increments based on vacancies, to allow the Navy to remain within the inventory limits authorized by law. This will have no effect on frocking policy. (NavAdmin 029/92).

Time-In-Grade (TIG) Waivers (E-7/E-8/E-9). Members of the CPO community may request retirement/transfer to the Fleet Reserve after serving one year time-in-grade. (NavAdmin 002/92)

TIG Waivers (Officers). Captains and commanders may request retirement upon serving two years vs. three years TIG. Officers with prior enlisted service may request retirement with eight years vs. 10 of commissioned service (NavAdmin 042/91). □

personnel have the option to request separation up to one year prior to their EAOS. As Bushey said, "The sailors asked for this one, and got it."

Other policy changes will affect entry to the Navy's career force. In a program called ENCORE (Enlisted Navy Career Options for Reenlistment), all first-termers will need BuPers authorization, as well as their commanding officer's approval, to reenlist. Reenlistment requests will be evaluated according to rating, time to advancement, CO's recommendation, military conduct, critical Navy enlisted classifications (NECs) held, warfare qualifications earned and other factors. This is expected to help build a high-quality force with the right mix of skills for future years.

"We want to keep our quality sailors and give them the career opportunities many others have enjoyed," Bushey explained. "If you don't make the cut for your rating, you may be offered reenlistment in a similar rating and be given training. If you have not performed well, you may be denied reenlistment."

A related change makes more reenlistments possible by limiting extensions for first-term sailors. Commands will have the authority to approve extensions for certain medical reasons. Extensions to complete deployments will have to be approved by the Enlisted Personnel Management Center; all others will require BuPers' approval.

In a change to advancement policy, recruits entering the Navy after

Sept. 30, 1992, will have to complete all time-in-rate requirements before any automatic advancement to E-4, except for those meritoriously advanced by virtue of their "A" school class standing. MCPON said this policy change, "was strongly encouraged by commanding officers and the CPO community." The change will not affect those in the Navy with automatic advancement contracts, or those entering boot camp before October.

With vacancies for advancement currently limited by high retention and manpower reduction requirements, BuPers is predicting somewhat lower advancement opportunity in the next few cycles.

Officers' opportunity for promotion to lieutenant commander, com-

mander and captain will be approximately 5 percent lower, and enlisted advancement opportunity will be about 10 percent below recent levels. Also, selectees for senior and master chief petty officer will be advanced in monthly increments depending on vacancies and congressional limits on the percentages of E-8s and E-9s. This will delay some E-8/9 advancements previously scheduled for June, but will not affect frocking policy or current time-in-rate requirements.

Zlatoper said that these steps will ensure the Navy can continue with regular promotion cycles and avoid more lengthy delays between selection and actual advancement.

To meet congressionally mandated ceilings on the number of senior enlisted personnel (E-8/9) and

officers, the Navy is expanding the SER process to retirement-eligible chief petty officers, senior chief petty officers, master chief petty officers and chief warrant officers.

Boards will convene Aug. 31, 1992, for E-9s and Sept. 8, 1992, for E-7 and E-8 personnel. The effective date of retirement or transfer to the Fleet Reserve for all selected personnel will be not later than June 30, 1993. Bushey explained that this date was selected to meet Navy reduction requirements "while giving those individuals maximum possible time to make transition plans and for any of their children to complete the school year."

Like regular selection boards, SER boards will consider only documented performance and communications received from eligible individuals. The number to be selected for retirement will depend on end strength limits and the number of voluntary retirement/Fleet Reserve requests received before the boards are convened and, as in the past, will be kept to the absolute minimum number necessary. According to Bushey the boards will ensure that only the best managers remain in the Navy because "a few members of the CPO community are not maintaining very high standards and are not very professional."

In another change to increase retirements and create vacancies for advancement, HYT points will be lowered to 20 years for E-6, 24 years for E-7 and 26 years for E-8.

"We have opted for HYT gates that are the most lenient of the other services," explained Bushey. "There will be a transition period to give everyone affected the chance to plan ahead." The soonest anyone affected will be required to retire is September 1993.

Commenting on the expanded SER process and changes to high-year tenure, Atlantic Fleet Master Chief ABCM(AW) Ronald L. Carter

said, "As many of us move on to start second careers, we are investing in the future of the Navy by providing promotions and upward mobility for other people. The young sailor will see that upward mobility."

Along with these changes, Zlatoper said BuPers will continue to adjust selective reenlistment bonuses (SRBs), aviation continuation pay (ACP) and other bonuses "to make best use of available funds, and to ensure continued congressional support for these programs." Based on current retention rates and requirements, changes for FY93 may include curtailment of short-term contracts for ACP and elimination of remaining bonuses for naval flight officers.

Zlatoper explained that the decision was made to announce all of these policy changes in one package so that Navy people can plan ahead with full knowledge and confidence in the service's manpower strategy.

"These changes will enable us to avoid some very bad alternatives, such as involuntary separation of career personnel before they are eligible for retirement, or stagnation of advancement opportunities," Zlatoper said. "We'll implement these changes in a common sense fashion and, when we are back on our drawdown glideslope, advancement opportunities will improve and actions such as SERs will be unnecessary."

Carter added words of encouragement for young sailors. "The fact is we are not going to break faith with career service members. To front-runners with more than six years committed to the Navy, I say, 'Hang on, do your job, meet all the standards and full steam ahead!'" □

Story compiled by the public affairs staff, Bureau of Naval Personnel, Washington, D.C.

Reduced accessions have affected both officer and enlisted communities.



U.S. Navy photo



U.S. Navy photo

Repeat performances

BuPers tracks first-term reenlistments to shape the future

Story by JO1 Sherri E. Bashore

Commands recommending reenlistment of first-term sailors need to get authorization from the Bureau of Naval Personnel (BuPers) using new procedures outlined in the Enlisted Navy Career Options for Reenlistment (ENCORE) program. ENCORE assists BuPers with tracking first-term personnel in specific ratings and Navy Enlisted Classifications (NECs). This tracking system will ensure that while the Navy gets smaller, quality sailors will enter the career force with the right mix of skills to meet future requirements.

According to VADM R.J. Zlatoper, Chief of Naval Personnel, these procedures in ENCORE "ensure that our best sailors in each skill area will have the opportunity to enter the career force as we restructure to a smaller, high quality Navy force." He said that those who perform well, progress towards advancement, and make early decisions to reenlist will have "the inside track."

The Defense Authorization Act of FY91 dictates what the armed serv-

ices must do to draw down the military force. "Congress gave us the direction," said CAPT Jerry O'Donnell, director, enlisted plans and career management division, BuPers. "The act states that the services must have procedures in place to do the following: reduce new accessions, and we've done that; reduce retirement eligible people — officers have had a selective early retirement board for two years now, this year we are doing one for E-7s, 8s and 9s — and control entry into the career force. This is when you are looking at ENCORE."

First-term personnel are defined as sailors on their first enlistment or extension thereof with less than six years of service at the time of their EAOS (end of active obligated service). "There is a fine point there," O'Donnell said. "If you came in with a four-year obligation and later on

you extended two years, you are a careerist, because you [extended beyond] your initial obligated service." Careerists are not required to request reenlistment under ENCORE.

Understanding the concepts of direction produces effective leaders. Knowing which direction to take is one element first-termers must consider as they contemplate reenlistment.



U.S. Navy photo

Local commands can authorize extensions of enlistment for the first-term sailor only for treatment of a pre-existing medical condition. "Extensions can also be granted by EPMAC (Enlisted Personnel Management Center) as part of the pre-deployment manning process to complete a cruise or deployment, based on each command's manning.

"We are doing [ENCORE] so that people who have chosen to make a commitment beyond their initial obligated service are protected until they are eligible for retirement. We don't want to get into a position where we have to tell people with 15 years, 'you've got to go home.'" O'Donnell said.

O'Donnell recommended that all first-term sailors with an EAOS after March 31, 1992, submit their requests for reenlistment as early as possible.

"You can put in a request up to the day [you're scheduled to] leave [the Navy], and the local command can give you up to two months past your EAOS to go through the ENCORE process," O'Donnell said. "Requests can be submitted up to one year before your EAOS."

BuPers will use the "ranking system," and make a decision whether or not you can reenlist beginning at your nine-month EAOS window.

The evaluation and ranking criteria are assembled in a specific order which favors the "fast tracker." This ranking system outlines a first-term sailor's achievements according to the following priorities: paygrade; selected paygrade; passed not advanced (PNA) points toward the next cycle; CO's recommendation for advancement; eligibility for Good Conduct medal; critical NEC holder; warfare designation; time in grade; months of sea duty; and total active military service.

The system is not based directly on evaluations. "We look at achievement. That's what the ENCORE

'fast tracker' is based on. A person who achieves faster is the person who will be ranked above someone else. However, there is a correlation between good performers and good evals," O'Donnell said.

Sailors requesting reenlistment under ENCORE are compared to their peers in the same rate, or those with whom they are detailed. If you are detailed by your NEC — then that's who you are competing with.

ENCORE requests should be submitted to BuPers by using the Diary Message Reporting System (DMRS).

ENCORE "Fast Tracker"

1. Paygrade
2. Selected paygrade
3. PNA'd exam for next rank
4. Recommended for advancement
5. Qualified for Good Conduct
6. Critical NEC holder
7. Warfare designation
8. Time in present paygrade
9. Months of sea time
10. Total active military service

DMRS is a totally automated, fill-in-the-blank type message sent in from command career counselors. BuPers establishes a monthly quota of how many sailors can reenlist in a particular rating or NEC.

"We are spreading the quotas across the year [according to when] people [enlisted]. There are more quotas in the summer, because that's when more people came in," he said. "Roughly 50 percent of first termers are reenlisting. You proportionately spread it on the number of EAOSs in each month. The quotas that are not used are rolled over to the next month.

"[First termers] get looked at every month until [their] EAOS. If people are leaving and not using the quotas," O'Donnell said, "we give it to someone who is behind them. The earlier you submit a request for reenlistment, the better [because] your request will get more looks."

A lot of time and research has gone into making the program a success — one that will meet the requirement of keeping quality people.

"We had help from the Center of Naval Analysis — the Navy's 'think tank,'" O'Donnell said. "We went back to 1980 and looked at people in various ratings — engineering, aviation, clerical and submariners. We ranked according to [the ENCORE] system to see how they would have done," he said. The study was based on where they are today — whether or not the right people would have been selected to reenlist. "The people who were in the bottom quarter — where you might have to tell somebody to change rates because you don't have a quota — are in the bottom quarter today."

"If we did a 10 percent reduction in 1980," said CDR Carl Morris, ENCORE project manager, "would we have denied reenlistment in rate to anyone in the top 50 percent today? There was only one person out of 5,000 people we looked at that moved from the bottom quarter up into the top 50 percent."

"So the system generally predicts success," added O'Donnell. It is a system that has been used for CREO (Career Reenlistment Objectives) 3, or overmanned ratings. "The bottom line is, good performers are going to stay in the Navy."

One change that assists sailors and their career counselors with keeping track of ENCORE requests is in the EDVR (Enlisted Distribution Verification Record), prepared monthly by command administration offices. Beginning in June, all EDVRs will have a reenlistment section.



U.S. Navy photo

The amount of time spent at sea is one facet of the ENCORE fast tracker.

"It will show career counselors those first termers in the 15-month window of their EAOS. Counselors should start talking to [first termers] about an ENCORE request," O'Donnell said. "It will also list the status of any pending ENCORE requests — received, approved or disapproved." BuPers is also looking into putting ENCORE requests into the BuPers Access system, enabling career counselors to put their computers on-line and quickly check the status of an ENCORE request.

If a sailor's status changes in any way after submitting an ENCORE request, those changes should be added to the original request. "If an individual desires to change rate, makes rate or if they PNA, those are the types of changes they should submit," O'Donnell said.

When a first-term sailor requests conversion to a new rate, that sailor must be fully qualified to convert to that new rating. O'Donnell said there will be no waivers. "The career counselors have to make sure all additional information goes forward to the bureau," he said. "There is a remarks section in the diary message

where you can write a paragraph or command endorsement. You can also list what requirements have been completed for the conversion rate.

"Most people are allowed to reenlist in rate. It all depends on how many people want to reenlist. The idea is to get the right number of people in a rating or particular skill. There are requirements that men and women [must fill]. Those requirements are based on keeping an even sea/shore rotation and the number of billets that are open to women under the law. We are trying to get the right number of people in the Navy — into the career force. We are trying to get the right number of people in the skills we need as we get smaller."

ENCORE requests will give BuPers an accurate count of the number of people asking to reenlist in a particular rating. "It will help the managers manage. The only people who have a real cause for concern are those in CREO 3 rates. We have a new edition of the CREO message; a list of rates that are expected to become CREO 3 in the future, based on trends." That message will advise sailors who are trying to change rates

where the opportunities are, and the good skill areas to pursue. "It also regulates conversions and it will tell you if your skill is overmanned," O'Donnell added.

"We will have ENCORE only as long as we need it. The notion is that we need to know the number of people that are going into the career force," O'Donnell said. "When the danger of us breaking the bank with people has passed, there is no need to have this system."

"We are trying to get better as we get smaller. It is a system to keep quality people," O'Donnell added. "We can keep track of retention levels. It gives us a dynamic means to watch and adjust ratings as necessary."

Zlatoper emphasized that ENCORE will be implemented with fairness, concern for individuals, and serious consideration for command inputs. "We're moving to these procedures only in reaction to our manpower reduction requirements and high retention. The good performers who want to make the Navy a career will still have that opportunity," he said. "At the same time, ENCORE will give us another means to balance the number of sailors who are not yet retirement eligible." □

Bashore is a staff writer for All Hands.

To obtain a copy of the PC DMRS to assist in writing ENCORE messages, write to:

**EPMAC Code 31
4400 Dauphine St.
New Orleans, La.
70159-7900**

**(A/V) 363-5495
(504) 948-5495**

The Navy's lifeline

Naval Fleet Auxiliary Force: 20 years of fleet support at sea

Story by Nancy Breen

What ships have black, gray, blue and yellow-striped stacks and are found wherever U.S. Navy fleets operate? They are Military Sealift Command (MSC) Naval Fleet Auxiliary Force (NFAF) ships — the lifelines to virtually all Navy combatant ships. On May 4, 1992, MSC's NFAF celebrated 20 years of providing this tireless support to the Navy's gray-hulled fleet.

Although MSC's predecessor, the Military Sea Transportation Service, was created in 1949 as the single managing agency for ocean transportation, there was a provision that it would also serve as an operating force of the Navy — which did not become a reality until the early 1970s.

In 1971, a study group was formed at the direction of then-Chief of Naval Operations (CNO) ADM Elmo R. Zumwalt Jr., to determine how military manpower and Navy money might be saved by greater use of MSC and U.S.-flagged commercial ships to support the fleet. The study



Photo courtesy of Military Sealift Command

MSC for many years, could substitute for uniformed Navy men in fleet support ships, better employment of Navy seagoing personnel could be achieved with Navy men in warships and civilian mariners crewing selected units of fleet service forces.

“A greater use of MSC and U.S.-flagged commercial ships saved Navy manpower and money for the fleet.”

concluded that with the advent of an all-volunteer force, the high cost of training sailors made it imperative they be assigned to complex fleet warships whenever possible. It also determined that if Navy civilian mariners, who had been sailing with

Following the study, a series of tests called “Charger Log” were conducted, and the Navy oiler USS *Taluga* (AO 62) was decommissioned and transferred to MSC. *Taluga* was overhauled to include refurbishment of equipment, gear

and refueling rigs, modification of crew quarters and removal of armaments. She was manned by a 105-man civilian crew of professional seamen hired by the government and augmented by a 16-man military department (MilDep). The MilDep sailors, because they were thoroughly familiar with Navy ships, tactics, doctrine and procedures, handled visual and radio communications with other Navy fleet ships.

The conclusions of the CNO study were confirmed by USNS *Taluga*'s (T-AO 62) record of accomplishments. She garnered accolades from far and wide, including from VADM James Holloway, then-7th Fleet commander, when he proclaimed her professionalism and operational tempo as “higher than most mobile logistic force ships.”

Taluga's transfer to MSC in 1972

was followed by many other auxiliary support ship transfers including tugs, ballistic missile resupply ships, an ammunition ship, a stores ship and other oilers. Most of today's 44-ship Naval Fleet Auxiliary Force was either built or purchased specifically for MSC.

Seven tugs, named after American Indian tribes, were constructed for MSC and came on line between 1979 and 1981. Not the small harbor tugs most envision, these are 226-foot oceangoing tugs similar to commercial supply tugs which serve the offshore petroleum industry, but with extra features necessary for Navy operations. In addition to regular towing duties, they are also used for salvage and diving work, conducting search and rescue missions, participating in naval exercises, providing firefighting support and assisting in the clean-up of oil spills and ocean accidents. MSC's tugs have crews of 17 civilian mariners and a MilDep of four.

In the early 1980s, MSC added three ex-British *Lyness*-class combat stores ships to its force: USNS *Sirius* (T-AFS 8), USNS *Spica* (T-AFS 9) and USNS *Saturn* (T-AFS 10). Purchased from the Royal Fleet Auxiliary, MSC's British counterpart, these 524-foot ships have been described as "floating supermarkets." Each ship can hold enough food and other stores to support 15,000 people for a month. They also have fuel transfer capability. These ships have crews of 124 civilians and a MilDep of 45.

In the mid-1980s construction of

the 677-foot *Henry J. Kaiser*-class fleet oilers was started. Named for prominent American industrialists and shipbuilders, they are the largest oilers in the Navy. Eight oilers in this 18-ship class have been delivered so far to replace the aging oilers

of 95 civilians and a MilDep of 22.

Also in the mid-1980s the first of MSC's 18 ocean surveillance class T-AGOS ships was delivered. Jointly designed by Naval Sea Systems Command and MSC, these 224-foot ships track submarines by means of

a passive underwater sensor. MSC recently took delivery of its first SWATH (Small Waterplane Area Twin Hull design) T-AGOS ship designed for smoother operation in rough seas. Three additional ships of this configuration are scheduled for completion by 1993. T-AGOS ships are the only ships in MSC's NFAF operated solely by contract mariners rather than civil service mariners, and they carry no active duty Navy personnel. These ships usually carry a crew of 17 to operate the ship and seven civilian technicians from the Naval Space and Warfare Systems Command who operate underwater sensor system equipment.

MSC's NFAF is a bridge between the uniformed sailor and our country's merchant marine. Its implementation has saved millions of dollars and thousands of military billets. Its existence and performance have enhanced the mobility and striking power of the Navy by ensuring that warships always have the fuel, sup-

plies, intelligence data, assistance and support they need to do their jobs and, in so doing, have made a tremendous contribution to U.S. national security. □

Breen is a public affairs specialist for Military Sealift Command, Washington, D.C.



Opposite page: MSC ship USNS *Joshua Humphreys* (T-AO 188) steams alongside USS *John F. Kennedy* (CV 67) in the Persian Gulf. **Above:** Civilian mariners secure dry stores in a sling hooked to a highline for transfer to the receiving ship.

built in the 1940s and 1950s (scheduled for deactivation by the end of 1992). With a cargo capacity of 180,000 barrels of fuel, the primary mission of these ships is to refuel U.S. Navy ships at sea and deliver personnel, supplies and mail while under way. These ships have crews

First at the helm

NFAF's master still has his sea legs

Story by Sylvia Rosas

If you had to visualize the prototypical Military Sealift Command (MSC) civilian mariner, you might envision Captain Lawrence Nasset, the first master of a Naval Fleet Auxiliary Force (NFAF) ship. After a distinguished 30-year seagoing career in the Navy, where he retired as a commander, Nasset spent an additional 10 years with MSC. He now lives in San Diego.

Nasset's maritime career began when he enlisted in the Navy in 1936. He was promoted to chief quartermaster before receiving a direct commission as a naval officer in 1944. He subsequently served on a number of ships as navigator, as well as various tours as an instructor at the Navy's Combat Information School and the Pacific Fleet Training Center. During his career, Nasset commanded two ships — provisions replenishment ship USS *Pictor* (AF 54) and the survey ship USS *Prevail* (AGS 20). While on *Pictor*, he supported naval fleet units that assisted in the early atomic testing in the South Pacific, and as commanding officer of *Prevail*, he surveyed the Strait of Gibraltar.

Taluga was the first ship under MSC control to provide direct fleet support to Navy combatant ships. Its success assured that MSC would become deeply involved in the operation of many more ships providing this important logistic function.

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As master of the first NFAF ship, Nasset was intricately involved in transitioning *Taluga* from a



Capt. Lawrence Nasset, the first NFAF master, surveys fleet tug USNS *Navajo* (T-ATF 169) in San Diego.

Navy-crewed to a civilian-crewed vessel.

Asked what, if any, problems he had encountered in making the changeover from an all-Navy crew to an all-civilian crew, he affirmed, "Not a one. The fact of the matter is that after an initial training period and shakedown, our civilian mariners did as well, and in many instances, actually did the job better and faster than the all-Navy crews who had done it before.

"You see," he added, "it's a lot easier to train an experienced mariner, often former active-duty Navy, than it is to take a brand spanking new seaman or seaman apprentice and teach him or her the fine points of underway replenishment.

"Furthermore, each military detachment took care of



Photo courtesy of Military Sealift Command

Third Mate Ralph W. Whalen shows Nasset the latest in bridge innovations aboard Navajo.

our underway gunnery drills and practices. This freed us up to be able to bring our people to a point of excellence much faster, leaving us free to focus and execute our primary mission — conducting underway replenishment for our combatant ships."

Nasset believes the NFAF is still the same high quality repository for good and dedicated mariners, but a few things have changed since he first began duty on *Taluga* in May 1972.

"Underway replenishment has essentially stayed the same since 1940," asserted Nasset. "The biggest change has been in the kind of terminal fittings that are used. The old flange fittings took about 10 minutes to connect because they had to be bolted on. They were also inherently more risky than the later Robb couplings and still later, probe fittings.

"With the old flange bolts, you [braced] yourself to the hose end in order to get it bolted in properly. So, if you were not quite as experienced as you needed to be, you could get an oil bath you hadn't been expecting. The Robb coupling was an important improvement since what was involved was making one coupling fit with another. This reduced the underway replenishment preparation time to two to three minutes.

"Probe fittings slam into a recipient line and open only after the couplings are securely connected. The probe fitting made the underway replenishment set-up an almost instant evolution, and was much safer — though

you can never take safety for granted anytime you are working on the side of a ship."

Nasset also believes the educational opportunities for young people in the maritime profession are much better today than when he was sailing. He does, however, have some basic advice to pass on to today's young professional mariner.

"Learn the basics, even if you have many electronic and mechanical aids to help you make good decisions or do it for you," he said. "It's still important to be independently knowledgeable about how to make things

"Learn the basics, even if you have many electronic and mechanical aids."

work aboard a ship without these aids.

"You now have a number of ships that have electronic navigational devices. But there is something special about being competent and proficient in taking a manual reading yourself. First, it extends a proud tradition of seamanship to yet another generation, and some ships still do not yet have these fancy devices. So your knowledge and skill can make the critical difference." □

Rosas is a public affairs specialist with Military Sealift Command, Washington, D.C.



Pushing for the USA

An ensign rides with the Olympic bobsled team

Story and photos by PH1(AW) Joseph Dorey

For sailors, representing America is nothing new. However, it is not often that we get the chance to "carry the flag" in battles where victories are measured in medals, not territory, and losses are marked by hundredths of seconds instead of casualties.

For ENS Robert D. Weissenfels, representing the United States at the XVI Olympic Winter Games in Albertville, France, was the completion of a childhood dream.

Weissenfels, 23, co-captained the 12-man U.S. bobsled team that competed with two sleds, USA I and USA II, in both two and four-man bobsleds. As a side pusher for the USA II four-man bobsled team, he was among some of the world's best athletes in a sport he knew little about only two years ago.

"I've always thought the bobsleds were one of the more interesting sports in the Winter Olympics," Weissenfels said, "I always wondered whether I could do it."

After lettering in football and track at the U.S. Naval Academy, Annapolis, Md., the 1990 graduate became an assistant football coach at the academy while awaiting orders to flight school. While competing at an armed forces track meet in the fall of 1990, Weissenfels was approached by the coach of the U.S. bobsled team. The team was recruiting athletes from around the country in its drive to build a medal contender for the 1992 games.

"I thought there was no way I had a chance," Weissenfels said. "I was going to flight school and it wouldn't work out. But one of the other athletes said, 'Go ahead, give it a try,' so I did."

Intrigued by the invitation, Weissenfels went to the bobsled track in Lake Placid, N.Y., for a series of strength and agility tests during the winter of 1990. He did well enough in a March 1991 competition to be invited to the Olympic trials in July at Lake Placid. There he was selected to compete as a pusher in the 1992 Winter Games.

Weissenfels had since been transferred to Naval Air Station Pensacola, Fla. Due to an overload of students, his start date for flight school had been pushed back to November 1991. At that point, Weissenfels asked for an extension on his flight school date to March 1992 to compete on the World Cup circuit and in the Winter Olympics.

Participating in the Olympics was always on Weissenfels' mind. As a youngster growing up in Richland, Wash., he earned national recognition in track and field competition.

"When he was 9 years old, he said he was going to the Olympics," remembered Weissenfels' fiancée, Kelly Loss, also of Richland. "He never thought it would be in bobsledding, but he made it."

"I always anticipated that [my participating in the Olympics] would be in track and field. After awhile that dream kind of faded away. In the last two years that dream came alive again."

Weissenfels, the Navy's 1991 Male Athlete of the Year, remembers his first ride in a bobsled with some amusement. It was during a practice run in a two-man sled in Calgary, Alberta, Canada, in late 1990. He rode with a driver who had only been on a few runs that season, so it was supposed to be a slow ride.



Opposite page: The USA II team launches their sled at the icy start line during the first day of the four-man bobsled competition. ENS Robert D. Weissenfels is the No. two side-pusher on the right. Above: Weissenfels was the only U.S. military participant in the 1992 Winter Olympics.

Weissenfels was told to keep his head up to get a better perspective of the experience.

"They told me to watch the whole time I was going down," said Weissenfels. "We went through the first three curves with no problem. Then on the fourth curve we really started to accelerate, and my head hit the bottom of the sled. I tried to look

back up. Then we went through another curve and the same thing happened. At that time I decided I'd just stay where I was."

A little over a year later, Weissenfels found himself striding into the Olympic arena in Albertville as part of the U.S. Olympic team.

"That was a great experience, just being there, and knowing you were representing your country in international competition," Weissenfels said of the opening ceremony.

That ceremony brought home the realization of what he had accomplished. "When the Olympic torch came over the hill, that's when it hit me," he said. "That was the most memorable moment for me. I had reached my goal."

The winter resort of La Plagne, France, hosted the 1992 Olympic bobsled competition. The mile-long bobsled track spirals down a moun-





Opposite page top: USA II team looks toward the clock at the finish line. Left: Weissenfels and his teammates make minor adjustments to their sled's runners between heats. Below: The Swiss team's bobsled flies across the La Plagne track in front of a group of fellow countrymen.

tain some 400 feet as thousands of spectators crowd along its edge, sometimes only a few inches away from the sleds.

The atmosphere around the track on competition days can be electrifying. As the loud speaker blares "*bob a piste*" — bob on the run —, the crowd scurries toward the track, hoping to get a look at a national champion. The sleds snake their way around the track apprising onlookers of their approach with an increasing rumble. Like an errant missile slash-





ing across the ice at 90 mph, the sleds offer onlookers little more than a blurry glimpse.

For the men on the sleds, the ride lasts about a minute. Besides the driver, most keep their heads down for aerodynamics, but some sneak a glance. "You can look a little bit, but you're going so fast; I don't want to see how fast I'm going," said Jeff Woodard, Weissenfels' teammate.

"It's scary," said Woodard, describing the ride. "It's like going down the worst roller coaster, times 10. All you have between you and the wall is fiberglass. If you come out of a curve too abruptly, bang! Just like that you hit the wall. That's a major headache."

"There're always places where you're not fully on the ice," said Weissenfels. "Sometimes you come off curves late and you'll be on two runners, that's when the thought flashes through your mind, 'What am I doing?'"

During the Olympic competition, some teams had a few precarious moments of their own. When a two-man sled from Puerto Rico over-

turned near the top of the run, an eerie silence fell over the track. The crowd watched helplessly as the sled skimmed along the ice with its captives clinging inside. When it finally stopped, the riders had an appointment at the hospital.

Virtually all the riders have known the terror of crashing, Weissenfels said. As the brakeman in a four-man sled during a practice run last year, his sled overturned.

"It's a weird feeling when you crash," Weissenfels said. "You sit on two runners for a minute, and then everything's quiet. All these lights go off [in your head] and you know something's wrong. Then all of a sudden, slam! You're on your side and the ice hits you in the face. It's like a big avalanche right next to your ear. You can smell burning fiberglass."

"You do everything you can to pull yourself into the sled so your head's not sticking out. You go through the curves and experience 'gs' in places you never have before. It seems like it takes forever to stop. It's a very enlightening experience



Top: USA's two-man sled makes a practice run. **Above:** USA II driver Chuck Leonowicz studies the track with coach Meinhard Nehmer before a race.



Left: Villas in Meribel overlook the women's Alpine ski course. Below: Weissenfels with his fiancée, Kelly Loss.



Above: Mexico's four-man bobsled team climbs out of their sled after a crash during a practice run.

and one that I don't relish a whole lot," he said.

Bruises are common for bobsleders whether they crash or not. Traveling up to 90 mph, they endure gravitational forces up to four gs. Riders are equipped with knee and elbow pads, and there is a thin layer of padding glued inside the sled.

"A lot of times you get bruises on your thighs, knees and shoulders," said Weissenfels. "You have to brace yourself with your elbows and knees on the inside of the sled." While loading, the riders sometimes get spiked in their legs and arms from their teammates' shoes.

Some tracks on the World Cup circuit are rougher than others. The La Plagne track is new and fairly smooth. But the track at Lake Placid is old, and Weissenfels compared a run there to playing an entire football game.

"I've gotten several bruises at Lake Placid," Weissenfels said. "The way the track is designed, you have to hit the wall. And sometimes you hit it awfully hard."

Weissenfels had trained and competed as a brakeman during the 1991-92 World Cup season. The brakeman sits in the last seat on the sled, the easiest to climb in since there's nothing to hop over. About a month before the Olympics, he was moved to the number two seat in the



four-man sled as a side-pusher. His versatility allowed him to make the change easily.

"Bob's the type of guy who can be put in any position and he'll come through. From the brakes, or from the side, he came through each and every time. He's the only guy who's been able to do that," Woodard said. "The side-pushers need more finesse than the brakeman because of the way they have to sprint and then jump into the sled."

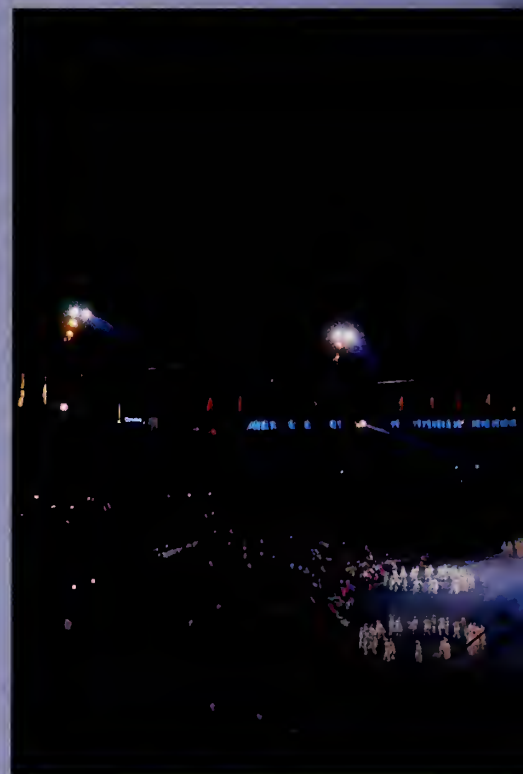
According to Chuck Leonowicz, USA II's driver, the effort of the pushers at the race's start is critical.

"That's the race. If you don't have a good push, you're finished," Leonowicz said. "This track multiplies the push time by three. If you're behind by five hundredths of a second on the push, at the end, you'll be behind by a minimum of 15 hundredths. You could be the best driver in the world, but if you don't have a good push, you're in trouble."

Once the pushers and brakeman have loaded onto the sled their job is



Left: Hockey and ski spectators fill the streets in Meribel. Below: Buying and trading Olympic pins is a profitable business around all of the Olympic sites.



Above: Spectators crowd the bobsled track only inches from the competitors. Right: A spectacular show officially ends the XVI Olympic Winter Games at the closing ceremony in Albertville.

not over. They must still be aware of the sled's position on the track. With their heads down most of the time, they count the curves and feel their way around the track. It is important that they stay in sync with the sled to ensure the fastest run.

"If I think the sled is going to the right and my body leans that way, and then all of a sudden it goes the other way, my whole body is thrown against the sled and will cause it to move in the curve," Weissenfels said. "That could cost you hundredths of a second — if it doesn't cause you to tip over and wreck."

The 1992 Olympic four-man bobsled competition was held over two days with two runs per day. After the first day, Weissenfels' team was in 14th place, more than a second behind the leaders. The ensign's disappointment was beginning to show.

"We didn't push to our potential today," said Weissenfels. "It's going to take two unbelievable runs to make it to the top three. I think we

have something to prove to ourselves. We're not going to give up."

For Weissenfels' father, Ron, who along with 11 other family members made the trip to La Plagne, watching his son compete was exciting enough.

"I got goose bumps," said the elder Weissenfels about the Olympic experience. "Bobby just keeps doing something new and better than the time before. He's always been competitive. This is just another example. Yesterday was my birthday, so this has been a treat in itself, even if we don't come away with a medal."

Although USA II's first run the next day was second only to the leading sled from Austria, there was too much time to make up. Weissenfels' team finished 11th in the 31-sled field. USA I finished 9th. The U.S. two-man sleds finished 7th and 24th. The drought continued for America, which has not won a medal in Olympic bobsledding since 1956.

Still the results were encouraging to USA's coach John Philbin. "I

think it's one of the strongest showings we've had. Our major goal in the last three years has been to have the fastest push times in the world. We're one of the teams in that hunt. We'll be among the medal contenders in 1994 without a doubt."

In all likelihood, the 1994 team — competing in only two years due to the revised schedule of alternating the Winter and Summer Games — will be without Weissenfels. With a Navy career in aviation ahead of him, it will be hard to find the time.

"The '94 games are very close, but I have flight school, and that's my first obligation. That's what's most important to me. It's always been my dream to fly," he said.

The Olympic flame may be out, but a part of that spirit will remain with Weissenfels. "This is by far the most fulfilling experience of my life," he said. "But I have a career to get on with. I haven't forgotten how much I owe the Navy." □

Dorey is a photojournalist for All Hands.



Gloves of gold

A sailor slugs his way toward Barcelona

Story by JO2 Rich Giannecchini
and JO2 Michael Buckingham

With the Winter Games concluded in France, eyes now turn to Spain, the site of the XXV Olympiad, and a boxer from USS *Theodore Roosevelt* (CVN 71) is putting up a fight to be with the world's finest athletes this summer in Barcelona.

Boatswain's Mate 3rd Class Sean Fletcher, a member of the Navy Boxing Team, has his sights set on gold in '92. The top-ranked amateur in the nation's 119-pound class, Fletcher captured gold medals at the Armed Forces Championships and the National Championships in Colorado Springs, Colo., this year. The Armed Forces gold guaranteed the boxer an automatic berth at this June's Olympic trials.

An only child, the 24-year-old Orange, N.J., native was never alone. Some of his closest friends growing up were his cousins, one of whom, Ray Williams, continues to be his major supporter. Encouraging "Fletch" in an unorthodox way, Williams often tells Fletcher that he's not prepared to fight his opponent. Sean turns this into momentum and drive.

"He's always telling me I'm not ready to fight," Fletcher said. "It's kind of a negative approach, but it

gets me going." After winning a fight, Williams often calls his charge to congratulate him. "He'll call me up to say, 'I knew you could do it. You won just to prove me wrong,'" Fletcher added.

Long before the Armed Forces tournament and the nationals, Fletcher had a different reason for boxing. He said it all began at age 12.

"I saw the school bully working out with a speed bag one day, and I thought to myself, 'that's how I can beat

him.'" That's when Fletch started training. Since that day, he has traveled a road lined with success, encouraged by supporters like his history teacher at Clifford J. Scott High School. "Mrs. McGrady told me I could be successful at whatever I set my mind to doing," he said.

After five years of boxing for the Police Athletic League team at Irvington, N.J., coach Kirk Swindell kept nudging him to go on, but Fletcher joined the Navy. Although he was aware of the Navy's team when he enlisted, he said he did not join the Navy to box.

"I had boxed for five straight years before joining the Navy, and I was a little burned out," Fletcher said.



"I had boxed for five straight years before joining the Navy, and I was a little burned out. As soon as I saw [the team] working out, I got the fever all over again."



Photo by PH2(AW) Lance Kirk



Photo by JO1 B.R. Brown



Photo by JO1 B.R. Brown

Opposite page: BM3 Sean Fletcher follows through during a sparring match with another Navy boxing teammate. Top left: "Fletch" jabs a speed bag faster than the camera's eye. Top right: Fletcher prepares to dodge an opponent's blow. Above: As with Navy training, flexibility is the key to victory.

However, after returning from a Western Pacific deployment, Fletcher went out to the gym at Naval Amphibious Base Little Creek, Va., and saw the Navy team practicing. "As soon as I saw them working out, I got the fever all over again."

That fever has been kept alive through his family's support — the real key to his success. "Without their encouragement, I would have stopped boxing several

years ago." Unfortunately, Fletcher's family won't be able to be in the arena to watch him try for the Olympic team, but that's not a problem for him. "I know they're with me in spirit," he said.

Of all the people who have influenced him, Fletcher would most like to have his biggest fan there. It comes as no surprise that that fan is his mother.

"She's the loudest," he said, smiling. "I know I'll be able to hear her in the crowd over everybody else."

Fletcher focuses positively on his boxing future, carrying a certain air of confidence he can make the Olympic team. If hard work were a gauge of his chances, he would be a shoe-in for a medal. Late last year he and his teammates began intensive training at the U.S. Olympic facility in Colorado Springs. The secluded primer was in anticipation of a grueling tournament schedule, culminating at the Olympic trials.

"The coaches worked us hard, really hard," Fletcher said with a grin. "They had us boxing, running and weight-training all of the time. We were in a training mode seven days a week, so there wasn't much free time, but it was worth it."

Is a trip to Barcelona in Fletcher's future? It is said that actions speak louder than words. Though he's not saying it, his record of more than 200 wins is action that could place him in Barcelona representing his country — and his Navy — this summer. □

Giannecchini, Buckingham, Brown and Kirk are assigned to USS Theodore Roosevelt (CVN 71).

A stable future

NavCent: Providing the calm after the Storm

When the cease-fire went into effect after less than 100 hours of ground combat in the Persian Gulf War, the general perception was one of relief that the conflict was over. Today, more than a year after the first Tomahawk missile launches from ships in the Red Sea and Persian Gulf began Operation Desert Storm, U.S. naval forces remain on station, just as they have for more than 40 years. Sailors, Marines and Coast Guardsmen assigned to U.S. Naval Forces Central Command (NavCent) continue to patrol the waters of the Persian Gulf and the Red Sea, adding stability to this volatile region through their presence just "over the horizon." All Hands recently interviewed the NavCent commander, RADM Raynor A.K. Taylor.

AH: RADM Taylor, will you describe NavCent?

Taylor: In NavCent, the key word is naval, vice just Navy forces. It's a bigger picture than just the Navy because we have embarked Marines and Coast Guardsmen here in the Southwest Asian theater as well.

All total, that represents about 18,000 personnel aboard a carrier battle group, a Marine Amphibious Ready Group, the Maritime Interception Force in the Red Sea, shore-based patrol squadron detachments, explosive ordnance disposal (EOD) detachments, logistics commands, helicopter squadrons, replenishment ships, a repair ship, and ashore at Administrative Support Unit Bahrain and attached to the staff.

Currently, there are 29 ships assigned. The Area of Responsibility (AOR) runs from Afghanistan to Kenya and from Pakistan to Egypt. Thus, it includes the Red Sea, Arabian (Persian) Gulf, North Arabian Sea and the gulfs of Aden and Oman. So, you can see it's a very sizeable area. It's also a very "purple" theater.

AH: And by purple, you mean joint operations?

Taylor: Correct. The Air Force and Army are over in the desert. The Army is finishing up their operations, but the Air Force continues with about 5,000 people remaining in the theater, and that makes it purple. Every day our people are training with other service counterparts and with the nations of the region.

That kind of multiservice/multinational interoperability is what was built in Europe after World War II. There, it took us 10 years to build the kind of security arrangements we are building here. In Europe, what the [United Nations] calls "collective security" withstood the test of time. We've had peace in Europe for more



than 40 years and have seen the collapse of communism and a reordering of both Eastern and Western Europe into a new, economically-growing community of nations. That's what we're starting to do over here.

AH: But won't the economic realities at home prevent us from filling the role of "world policeman?"

Taylor: Well, we are planning for that. As you point out, we have to build down here in the Gulf for reasons of national budget. Part of that building down is "cleaning up" after the war — storing, sending home or redistributing the materials that remain. But at the same time we're doing something greater. The whole is greater than the sum of its parts when you talk about the countries in this region. It's like night and day since the



Photo by JO2 Andrew I. Karalis



Photo courtesy of USS Nimitz (CVN 68)

The key word in NavCent is naval, with 18,000 personnel aboard ship and ashore adding stability to this volatile region. At sea, U.S. warships patrol shipping lanes (opposite page), work with multinational mine forces (top), enhance readiness both aboard ship and in the air (above), and work with Gulf forces (below right) in providing collective security.

war — every country in the region is a part of this, and they want to be. They want that kind of regional security, similar to Europe's, that will guarantee a lasting peace. At the end of World War II, there wasn't a person around who would have bet we'd have peace there for more than 40 years, but we have.

That's our goal here, to build a strong, participative security structure that will maintain a sound and lasting peace.

AH: And how do our naval forces fit in that security structure?

Taylor: There are six things we're doing in this theater now which are the building blocks of that structure: presence operations; enhancing our readiness; training;

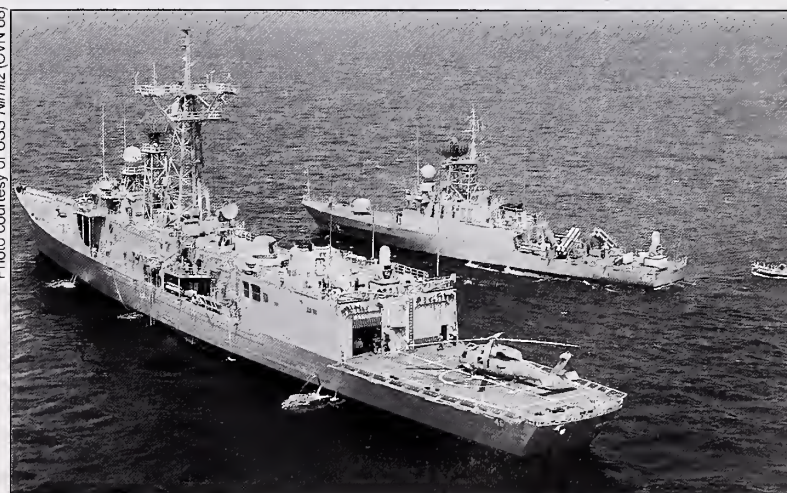
mine countermeasures; enforcing U.N. sanctions (against Iraq); and building Arab-American relations.

Presence... that's showing the flag. When I walk around in these countries, I talk to people and I hear, again and again, that they are glad to see our ships because those ships mean there is no security vacuum. Our ships are reminders that there is a commitment and a deterrence against adventurism. That confidence doesn't just come from word-of-mouth either. The shipping traffic is up above pre-war levels. The insurance rates are down to pre-war levels. Why? Because of presence. And not just the U.S. There are British, French, Australian and Gulf nation forces out here, and that raises the second and third points — readiness and training.

Working with the nations of this region, we are building the kind of readiness that will allow us to hold against any contingency, reinforce and then "roll up" the aggressor. That's how we built the security structure in Europe, and it's what we're doing here. That's why we train, train, train — so we're ready when contingencies happen. This area gives us tremendous training opportunities. It has every kind of terrain, climate and operational condition you might imagine. It is tough, realistic training, and training like that builds readiness. There are vast unpopulated areas here that our forces in Europe could only imagine. Multiservice and multinational operations, and building interoperability among our forces, spells cost-effectiveness. It's an opportunity that we can't afford to pass up.

Mine countermeasures (MCM) — the ultimate training opportunity. There are no "training aids" in the mine danger areas — the mine threat is real. Tell me that doesn't get your attention fast. Our MCM forces come in here, and right away they're looking for 1,800-pound bottom mines, or influence mines like the one that damaged USS *Princeton* [CG 59], or moored mines

Photo courtesy of USS Nimitz (CVN 68)





Some bottom mines had only one click left on their detonators (above). The next ship passing over would have added another member to the Northern Gulf's graveyard (right).

similar to the one that exploded against USS *Tripoli* [LPH 10]. We've found every kind of mine — actuator, acoustic, magnetic, contact — it's all right out there.

I can show you 20 bottom mines that EOD burned out after the MCM force located them. Some of those things had only one click left on their detonators. The next ship [passing over] would have set them off. So, the threat is real, and it is sophisticated. We've pulled out 1,286 mines, and that's about 95 to 98 percent of what we calculate was out there. Because some mines do remain, we must remain vigilant when navigating.

U.N. sanctions — those will remain in place for the foreseeable future. We have four of our own ships: a DDG, two frigates and a support ship, plus the Australians and the French up in the northern Red Sea near the entrance to the Gulf of Aqaba. Canada and perhaps other nations will soon return to assist. They have Coast Guard law enforcement detachments aboard, and they are boarding ships headed into and out of the Gulf. When the merchants don't comply with U.N. regulations regarding what is permitted to go into Iraq — basically food and medical supplies — then our ships are turning them back or diverting them from their destination until they do comply. The MIF ships were also called on to help with the search and rescue mission in the aftermath of the Egyptian ferryboat *Salem Express* that went aground off the town of Safagah in mid-December.

As for Arab-American relations — this is the Arab World, the Muslim World; they are good people. We



have an advantage in every sailor, Marine and Coast Guardsman who goes ashore. They are the very best ambassadors for building Arab-American relations.

AH: Are Gulf nations taking up the reins, gaining a more active role?

Taylor: They certainly are. Things are not perfect; we're still putting together the overall package. We are developing a firm, full exercise plan that will build interoperability and mutual trust. The countries in this region know that the West, and especially the Americans, came to the assistance of regional stability and stood up to protect Kuwait's sovereignty. They respect



Photo by JO2 Jim Derheim



Photo by JO2 Andrew I. Katalis

Left: Along with training, U.S. forces continue to enforce sanctions against Iraq by boarding merchants for inspection in the Red Sea. **Above:** NavCent commander, RADM Raynor A.K. Taylor, meets with sailors aboard USS *Adroit* (MSO 509).

that. They're more open to our presence ashore. Before the war, there were many limitations put on our ships going into port and with aircraft access. It's just beginning, but we are already conducting significant training with each country in the region now.

AH: What kind of exercises are we participating in?

Taylor: Well, I have to be careful here not to get ahead of things. Our exercises cover logistics, communications, early warning, "leap frogs" (multi-ship maneuvering), air combat maneuvering, mine countermeasures, amphibious operations — everything. The key is, this is a collective effort. Everyone is participating in one way or another. The goal is to build a strong, healthy, interoperative and reinforceable participative security structure here. The effort is indeed significant. We have put Marines ashore eight times in the past year, and provided over-the-beach training, live-fire and superb maneuver area work. Aviation training is also superb — both joint and [multinational] training that is being done nearly every day. Frankly, we have only just begun.

AH: What do you see for the future of this region and NavCent?

Taylor: I think we have to understand that this is not the Middle East of 1925, it's the Middle East of 1992. The people of this region have high aspirations. They have 250 years of proven oil reserves in this region, so they have economic power.

The citizens of this region are intelligent, savvy, worldly, aggressive, and they insist on being players in this New World Order in a big way. It is a force to reckon with, and it's a region of outright interest because we, as Americans, seek global security. You can't have global security without regional security.

To build regional security, you have to have cultural understanding and acceptance, and we're working on that every time a ship enters a port in this region. You have to have interoperability, and we're working on that with our multinational training and exercises. Finally, you have to have commitment, and that is why we have 29 ships and 18,000 sailors, Marines and Coast Guardsmen here as U.S. Naval Forces Central Command.

That's how you build security arrangements in which everyone has a stake. That is how you build participative security, and that is how you achieve the ultimate goal of lasting peace in this region. □



Positive feedback

Navy treats stress with high-tech science

Story and photos by J02 Jonathan Annis

For years, medical experts have recognized that deficient stress-coping skills can cause or aggravate many of the conditions that take a toll on Navy people, particularly those with high-risk, high-priority, and incidentally, high-cost job skills.

A commander placed on medical hold with extreme jaw pain, an airsick fighter pilot, a submarine sailor about to go on WestPac with a chronic cough — all were successfully returned to the fleet following “treatment” with an innovative stress management program using biofeedback instruments at the Submarine Base (SuBase) San Diego Family Service Center.

“Why at the family service center and not at [the hospital]? Because we do therapy here,” said Adrienne L.

Reid, the marriage, family and child counselor (MFCC) who coordinates the SuBase program.

“It’s the state-of-the-art in stress therapy,” she said. “You might call it ‘therapy meets high-tech.’”

While it may be state-of-the-art, biofeedback appears nonthreatening. A standard home computer is linked through boxes which interpret signals from electronic sensors attached to a client’s skin. The client can see his or her stress levels on a monitor in full color — long red bars for high-stress response, medium green ones for normal and short blue ones for relaxed response. Smaller, independent indicators can be as simple as a device that emits a low-to high-pitched squeal when fingers are placed on its pads, or a thermometer strip around a finger.

During treatment, sensors placed on the skin measure the microvolt levels naturally produced by the body to tense the muscles, the temperature of extremities (like fingers), and the sweat-enhanced electrical conductivity of the skin, all of which are stress indicators.

Each case is different, but treatment usually begins with a profile mapping current responses to stress. The therapist begins to help the client identify the “triggers” that produce these responses, then helps the client learn relaxation techniques to reduce the negative impact of stress on his or her body.

The client gets a tape and computer printout of the session and practices relaxation techniques each day. The goal is to get to the point where the instruments are no longer needed to



Opposite page: Marriage, family and child counselor Adrienne L. Reid monitors AMH1 Charles Nix's stress indicators with SuBase San Diego's biofeedback computer. Sensors hooked to Nix's shoulders (above), forehead (left) and fingers send electronic impulses to the computer as he takes a thoughtful journey through the gamut of emotions.

In fact, biofeedback isn't a medical treatment at all, but it can be a very effective tool in therapy. Reid said traditional medical treatments can eliminate stress-related pain but do nothing to help clients respond better to the stresses of their situation when encountered again. This can leave clients dependent on outside intervention indefinitely, impairing their ability to perform or making them otherwise unfit for duty.

"The Navy has a strong reluctance to just give somebody pills," Reid said. "The clients haven't learned the skills they need to deal with the stress. I get calls from doctors who say, 'I'm so glad I found you. Finally we have a resource for this patient.'"

But according to Reid, the "only in California" stigma of biofeedback is beginning to wear off. "It has nothing to do with holistic medicine, faith healing or altered states. It's a painless, non-intrusive, effective treatment that puts the client back in control," she said.

In fact, interest in biofeedback is far from lacking. Reid said she sees

an average of 10 clients per week, each averaging six weekly, one-hour sessions in treatment, and the short time it takes to achieve results makes biofeedback cost effective.

Clients from local medical facilities, and some that are self-referred, participate in the program, where they can see, hear and continue to monitor and reduce physiological stress responses usually below their consciousness.

Funded by a grant in 1986, the program was created to encourage self-regulation and reduce tension in service members involved in domestic violence. Reid said that the program has done that by encouraging self-regulation and reducing tension, and now encompasses a variety of job-related disorders as well.

Tinnitus, a painful ringing in the ears, brought Aviation Structural Mechanic (Hydraulics) 1st Class Charles Nix, a helicopter mechanic of 15 years from Naval Air Station North Island, Calif., to the program.

Reid attached sensors to Nix's forehead, shoulders and hands as she explained the procedure. Nix was instructed to think of things that would take him on a journey through the gamut of his emotions — from a state of relaxation to anger and fear, and back. Reid monitored the colored bars and experimented with relaxation techniques until, by the end of the session, some had turned green or blue.

Nix was breathing easier and his shoulders had lowered noticeably following the session. He explained how he and other mechanics once used a multimeter to see who had the most electrical resistance in their bodies.

"I had the most," Nix said. "I'm not proud of it now that I know what it all means. In fact, I wouldn't care to win that contest again." □

Annis is assigned to NIRA Det. 5, San Diego.

reduce stress. Reid said the treatment is almost always successful.

San Diego's biofeedback program is one of two in the Navy. But despite its success, several myths continue to surround it.

Apparently, many potential clients recall with skepticism earlier mass-produced biofeedback "indicators" — the mood rings and love meters from the 1970s. The myth is that biofeedback is, at best, on the fringes of legitimate medicine.



Holding the Pacific

The United States prevails at Coral Sea

The Battle of the Coral Sea transcends mere history in the hearts of Americans who remember the valiant sacrifice of the destroyer USS *Sims* (DD 409), fleet oiler USS *Neosho* (AO 23) and the courage of the fighting lady USS *Lexington* (CV 2). To Australians it forever remains an inspiring victory that saved their nation in the cause of justice. Each anniversary of the Battle of the Coral Sea is marked with great celebrations, hosted by Australians in Sydney, as well as in American cities wherever Australians are gathered.

Coral Sea was the first major naval battle in history in which the damage was done solely by opposing carrier-based aircraft. It was a prelude to the great victory in the Battle of Midway, and a strategic victory for RADM Frank Jack Fletcher's Task Force 17, built around his flagship carrier USS *Yorktown* (CV 5) and *Lexington*. The latter carrier, known affectionately as "Lady Lex," sortied April 15, 1942, from Pearl Harbor as the flagship of RADM Aubrey W. Fitch, commander of Task Force 11, and rendezvoused with Fletcher's *Yorktown* force southwest of the New Hebrides Islands on May 1.

At this time a powerful Japanese task force had been formed to win control of the Coral Sea and cut off Australia from the war. An invasion group of 11 transports carrying Japanese army troops and a destroyer squadron was to seize Port Moresby. A smaller invasion group was to seize Tulagi and set up a seaplane base, and a group built around a seaplane carrier was to establish a base in the Louisiades. These enemy invasion groups were protected by light carrier *Shoho*, four cruisers and a destroyer, along with a strike force that included the powerful Japanese carriers *Shokaku* and *Zuikaku*, screened by two cruisers and six destroyers.

On the morning of May 3, 1942, the *Yorktown* and *Lexington* task forces steamed 100 miles apart, turning north after Fletcher received word that Australia-based planes had sighted enemy transports debarking troops at Tulagi. By daybreak May 4, Fletcher was in striking distance of Tulagi. Three attack groups rose off *Yorktown* to hit Tulagi. Their bomb and torpedo hits sank the Japanese destroyer *Kikuzuki*, three minesweepers and



Above: *Lexington*, following her airwing's successful attack on Japanese aircraft carrier *Shokaku*. **Right:** Japanese carrier *Shoho* sinks after being hit by bombs from U.S. Navy planes. **Opposite page:** Flaming gasoline streams from a Japanese torpedo plane hit during its failed attempt to strike *Lexington*.

four landing barges. Five enemy seaplanes were also destroyed and a number of vessels, including the destroyer *Yuzuki* were damaged.

That same day a Royal Navy cruiser and destroyer force (Task Force 44) under British RADM John G. Grace joined Lex's task force, and by the morning of May 6, 1942, all the forces were merged into a single task force (Task Force 17) under Fletcher's tactical command. As dawn neared May 7, Fletcher dispatched an attack group of cruisers and destroyers under Grace to the Louisiades to intercept any enemy attempt to move toward Port Moresby, and Fletcher's carriers moved north into the Coral Sea in search of enemy covering forces.

Three hours later *Neosho* and her escort, *Sims*, were spotted by Japanese planes. After dodging bombs from 25 enemy planes, they were attacked again by 36 enemy dive bombers. *Sims* suffered three direct bomb hits, two which rocked her engine room, and she sank stern first with a frightful loss of life. *Neosho* took seven direct hits and became a lifeless hulk. She drifted until the afternoon of May 11, when her 123 survivors were taken off by the destroyer USS *Henley* (DD 391) before the fleet oiler was finally scuttled. While *Neosho* and *Sims* drew the planes off the Japanese carriers, aircraft from *Lexington* and *Yorktown* sent the Japanese light carrier *Shoho* to the bottom.

On May 7, 27 bombers and torpedo planes were launched from the still unlocated *Shokaku* and *Zuikaku*. These enemy planes made an uneventful



attack, when an intercepted message indicated that the enemy was aware of their location. Shortly after 11 a.m., the attack came. Seventeen enemy planes were shot down by the few planes available to protect Fletcher's carriers, but other enemy aircraft broke through and launched torpedoes on both sides of *Lexington's* bow.

Two torpedoes hit her port side followed by a dive-bombing attack which scored three hits. At the end of the air battle she had a 7-degree list to port, three engineering spaces were partially flooded, several fires were raging and her elevators were out of commission. Meanwhile, *Yorktown* maneuvered to dodge eight torpedoes and came under attack by Japanese dive-bombers. The skillful hand of CAPT Elliott Buckmaster took her clear of several near misses, and she evaded all but one bomb which penetrated her flight deck — killing or seriously injuring 66 men. *Yorktown* soon brought her fires under control and escaped with damage which did not impair flight operations. The air battle was over by 11:45 a.m., May 8, 1942, and by 12:45 p.m. *Lexington* was on even keel, three fires were out and the fourth under control, and she was making 25 knots while conducting nearly normal flight operations.

At 12:47 p.m., *Lex* was shaken by a heavy explosion caused by gasoline vapors igniting below decks. CAPT Frederick C. Sherman and his men began a last fight of supreme courage to save their ship. As flames spread aft and internal explosions became more frequent, the danger of torpedoes and bombs detonating aboard seemed imminent. At 5:07 p.m. Sherman, fearing for the safety of his men, gave the order to abandon ship. Men went over the side in orderly fashion and were picked up by nearby cruisers and destroyers. Sherman was the last man to leave *Lady Lex*, now a raging inferno. The destroyer *Phelps* steamed within 1,500 yards and fired two torpedoes into her hull. With one last heavy explosion the fighting lady slipped beneath the waves.

The Battle of the Coral Sea was a tactical victory for Japan, but it was a strategic one of immeasurable value won by Task Force 17. Fletcher had blunted the enemy's thrust and turned them from their main objective — Port Moresby. Not one of their warships would ever safely pass the barrier of the Louisiades and Tulagi.

Shokaku, was so badly damaged she was out of action for the next two months, and the enemy's second carrier, *Zuikaku* suffered heavy plane losses, which kept her out of the way until June 12, 1942. Had these two powerful carriers and their veteran pilots been available for the historic carrier air battle of Midway, they might have supplied the margin for a Japanese victory. □

Story by the staff of the Navy Historical Center, Ships' Histories Section, Washington D.C. Photos courtesy U.S. Naval Institute.

search for Fletcher's carriers, and were returning home when they were intercepted by *Lexington* and *Yorktown* fighters. Nine enemy aircraft were shot down in the ensuing dogfights. As twilight neared, six enemy planes mistook *Yorktown* for their carrier and attempted to join her landing circle — one was shot down.

The great carrier air battle of the Coral Sea began the morning of May 8, 1942, when a *Lexington* search plane made contact with Admiral Takagi's carrier strike force. Attack groups were immediately launched from *Yorktown* and *Lexington* against *Zuikaku* and *Shokaku*.

In the war's first American attack on a large Japanese carrier, *Shokaku* received two bomb hits from *Yorktown's* planes, damaging her flight deck. This stopped her from launching planes and started furious gasoline fires. *Lexington's* dive-bombers added another hit, leaving the enemy carrier with 108 men dead and 40 wounded. While their planes were attacking the Japanese, both *Yorktown* and *Lexington* prepared for a return



The soul of

Lexington

A fighting lady loses her life in the Coral Sea

Story and photos by JO1(AW) J.D. DiMattio

After the Japanese attacked Pearl Harbor, the Navy was on the defensive, and I distinctly remember a message came from Washington, saying, 'Try to damage the Japanese but do not suffer any losses yourself.' That was a tough situation for a man in charge of a fleet in the Pacific. So was the task of Lexington," recalled retired ADM James Dudley, as he reflected on the Battle of Coral Sea — four days that would spell the end of USS Lexington (CV 2).

Now 93, and the senior Lexington survivor, Dudley recalled the 96 hours that fill history books, sailors' minds and the world's memories. Despite the loss of life, the Battle of the Coral Sea stopped Japan's push toward Australia and proved the vital role of carrier aviation, charting future waters for carriers to come.

On May 4, 1942, navigator LT Dudley headed Lexington west toward the Coral Sea. In company with the aircraft carrier was another task group and three Australian cruisers — all prepared to wage war on Japan.

"At daybreak on May 5, our search planes found the [Jomard] passage that the Japanese invasion fleet had to pass through," recalled Dudley. "Our scouts located

Japanese carriers, cruisers and a great many transports north of the Louisiades Archipelago just north of the Coral Sea. If the Japanese were able to establish a base on the south side of New Guinea at Port Moresby, they would have access to Australia.

May 7 — "After two days . . . we located at least one carrier and several cruisers north of these islands. Through heavy rain and cloud cover our attack planes struck. CDR Bob Dixon, in charge of the scouting force, sent word back: 'scratch one flattop,' referring to the Japanese carrier *Shoho*.

"The strike was a success, but our planes had a tough time getting back. With radios and charts antique by today's standards, we had to give the pilots a number of different locations to meet up with the ship. All returned in spite of the weather," remembered Dudley. "The battle group received more good news. Scouting planes had found a huge battery of planes just 50 miles north.

May 7, 3 p.m. — "Our radar followed the rest of the Japanese planes to the east, and at about 30 miles we spotted them. At the same time we got a message from ADM [Chester] Nimitz. They had detected radio signals from Japanese carriers, but traffic was so heavy we got the message at 7:30 [p.m.].

May 7, 8:30 p.m. — The battle group made changes to its heading that brought it back to the same location it occupied 24 hours earlier. What the allies didn't know was that the Japanese carriers had maneuvered north and returned, so they were also in about the same position they were the day before. *Kawaneshi* seaplanes spotted the U.S. task force, prompting a massive launch from Japanese flight decks.

May 8 — "I was on the bridge right behind the steersman. As the navigator I was trying to make sure that the signals to the engine room and the steersman were exactly what the captain had wanted. I did see these planes when they came out of the clouds off the port side and they were strung out — 13 of them in a long line heading about parallel to us — and when they got up to us on our port bow, they started dropping their torpedoes.

"I suppose I should have been frightened, but I have no recollection of it since I had confidence in the great hull of *Lexington* to bring me home. I think many of the other sailors had the same feeling."

Bomber after Japanese bomber dropped their loads. One shell landed on the port side of the flight deck near the ammunition supply for the anti-aircraft guns at 11:25 a.m., causing the first of many explosions. For hours *Lexington* dodged and swerved from a great many of the torpedoes, but five found their mark.

"The first torpedo hit near the bow, and the flooding caused the ship to be down at the bow. But the real hit was when one torpedo went under where we stored the gasoline. It didn't explode, but it broke the top of the tank off and airplane gas flooded the compartments in the lower part of the ship."

May 8, noon — "The fumes got to a sparking motor in the forward distribution room. It set off an explosion of terrific dimension at 12:15. We were listing 5 degrees to port, and the damage control officer adjusted the fuel oil and fluids tanks so that [the ship] was brought back to an even keel."

During the attack, Dudley recalled that the *Lexington* sailors seemed to have a calm sense about them, and even kept their sense of humor.

"The damage control officer quipped to the captain, 'If we have to take any more torpedo hits, please take them on the starboard side because I can't trim the list on the ship if there are any more hits on the port side.'"

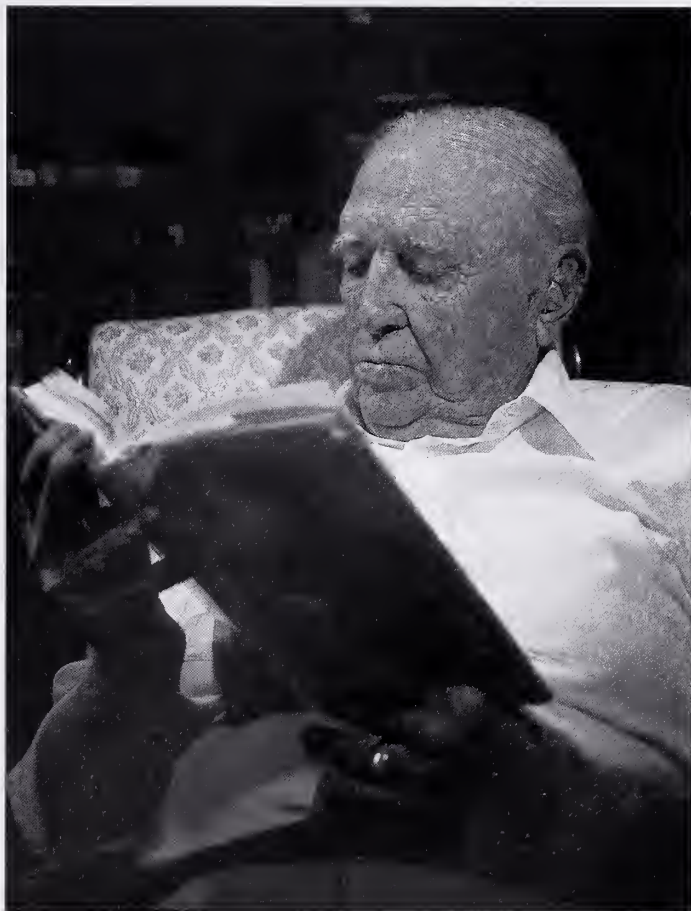
May 8, 12:30 p.m. — "We were actually in good shape. We outmaneuvered other attacks until the internal explosion took place. Throughout the entire afternoon,

from about noon on, it was as if the ship had the hiccups. Small explosions — then larger ones — came in 20-minute intervals. Fire was spreading and the gasoline was seeping out until it got enough oxygen and another explosion would occur. The heat was incredible.

"At 12:47 p.m. another major explosion took place. It seemed like the entire ship erupted. The entire crew in damage control central was wiped out. Destroyers came alongside and passed their fire hoses to our ship to assist, but it was to no avail — the pressure was weak because of the distance and height it had to travel."

May 8, 3 p.m. — Heat forced the evacuation of some of the engine room personnel. Paint on the bulkheads was getting so hot it ran down in streams. Smoke and poor ventilation caused more spaces to be evacuated. The danger to bombs and ammunition throughout the ship prompted RADM Frank Jack Fitch and CAPT Frederick Sherman to take action that would protect the crew.

May 8, 4 p.m. — "The ship was broadside to the wind and was being pushed across the water. RADM Fitch and CAPT Sherman agreed to abandon ship. Personnel were being lowered into lifesaving floats, and cruisers were picking up the survivors. [USS] *Minneapolis* [CA 36] received many of our badly wounded.



Opposite page: The last stages of the destruction of USS *Lexington*. Not a man was lost in abandoning the ship. Right: Retired ADM James Dudley, the senior survivor of *Lexington*, remembers the dramatic four days that ended the life of CV 2.

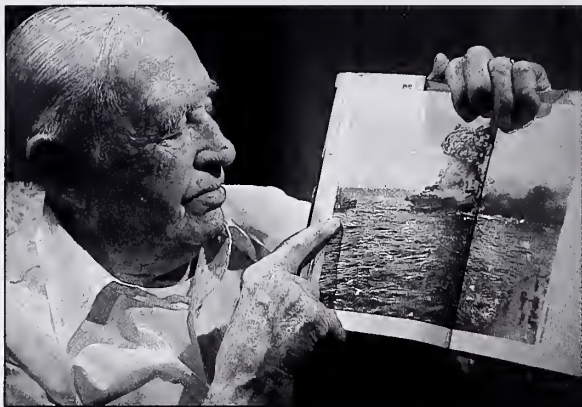


Photo courtesy of U.S. Naval Institute

Dudley looks at the photograph taken following a major explosion aboard *Lexington*.

"The injured had to be lowered over the side by looped ropes, but they made it. Sailors would take off their shoes prior to climbing down the ropes. All those shoes were lined up all the way down the flight deck — as if they were waiting for their owners to come back aboard and retrieve them at some time.

"The captain told me to abandon ship. [USS] *Hammann* [DD 412] was to port. Once in the lifeboat we thought we were doomed and would be crushed between the ships due to the heavy winds. They didn't collide but came so close that boards were put across the deck of *Hammann* to *Lex*, and *Hammann* took on 450 to 470 people.

"I was glad to be on board *Hammann* since she didn't have the violent hiccups that *Lexington* was having. *Hammann* backed clear, and then we heard and saw a phenomenal explosion on board *Lexington*."

Dudley recalled a sight that he says will never leave his mind. "One of the battle ports was blown off *Lex*, clear across the deck, killing one of the men who had been rescued from *Lex*."

Shortly after this burst, a new series of explosions shook the crippled carrier. "It was like being in the outfield of a baseball game where hundreds of fly balls were being hit right at you — only these weren't baseballs. The metal and debris could kill you, so everyone was running out of the way, constantly looking up to see where the next shower would be landing."

May 8, 7:30 p.m. — "The task force met and resolved not to leave *Lexington* in a burning rubble where a Japanese carrier could notice how badly she was hit." Dudley's blue eyes filled with tears as he relived the experience. "They ordered [USS] *Phelps* [DD 360] to go in close and fire torpedoes into *Lex*'s hull to make her sink.

"*Phelps* fired one barrage of three torpedoes on one side of the lady, and it didn't appear that *Lex* was going down. So *Phelps* went around to the other side and fired two more," Dudley said, his eyes drifting downward.

"At 8 p.m. *Lexington* slowly submerged. After she was down, an explosion that made all the others seem like small fireworks lit up the sky. The crew of *Phelps* thought they were going to lose their ship because the effects of the explosion was like a typhoon — the force of the waves made them feel they were going to capsize."

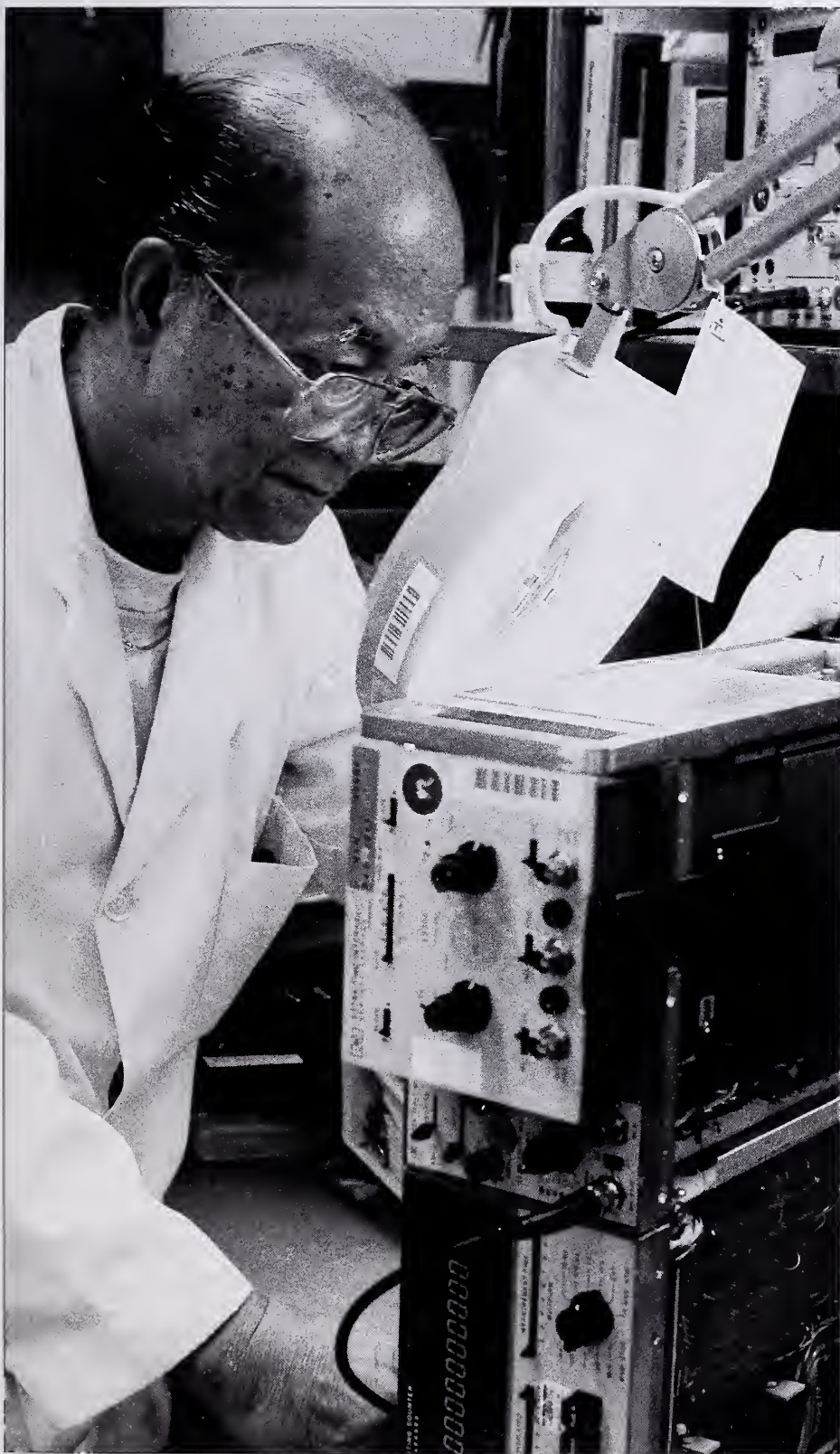
Dudley heard from *Hammann*'s officers that ships 20 miles away heard the explosion and felt the shock of the blast — *Lexington*'s last cry.

Of the ship's complement of 2,900, 28 officers and 118 enlisted men were lost during the two days of the Battle of the Coral Sea.

While *Lex*'s watery grave will have no memorial above her final resting place, her memory is kept alive by this 93-year-old survivor and others who, like him, witnessed America's fighting lady lose her life in the Coral Sea. □

DiMattio is assigned to Navy Broadcasting Service, Washington, D.C.

Testing the testers



How accurate is accurate?

Story and photos
by PH2 M. Clayton Farrington

An A-6 *Intruder* pilot streaking high above the South Pacific in control of 29 tons of carefully maintained airframe, engine, electronics and explosives, probably never thinks about the efforts of calibration technicians.

Yet, without the technicians at the U.S. Navy Calibration Laboratory at Naval Station Cubi Point, Republic of the Philippines, his flight would surely be impossible.

For anyone who tests equipment, whether an avionics technician, mess management specialist or master-at-arms, the seasoned staff of the laboratory works to ensure that the testing equipment used by their customers is as accurate as possible.

"If it has to do with measurement, we get involved," said Joe T. Reynolds, director of the laboratory.

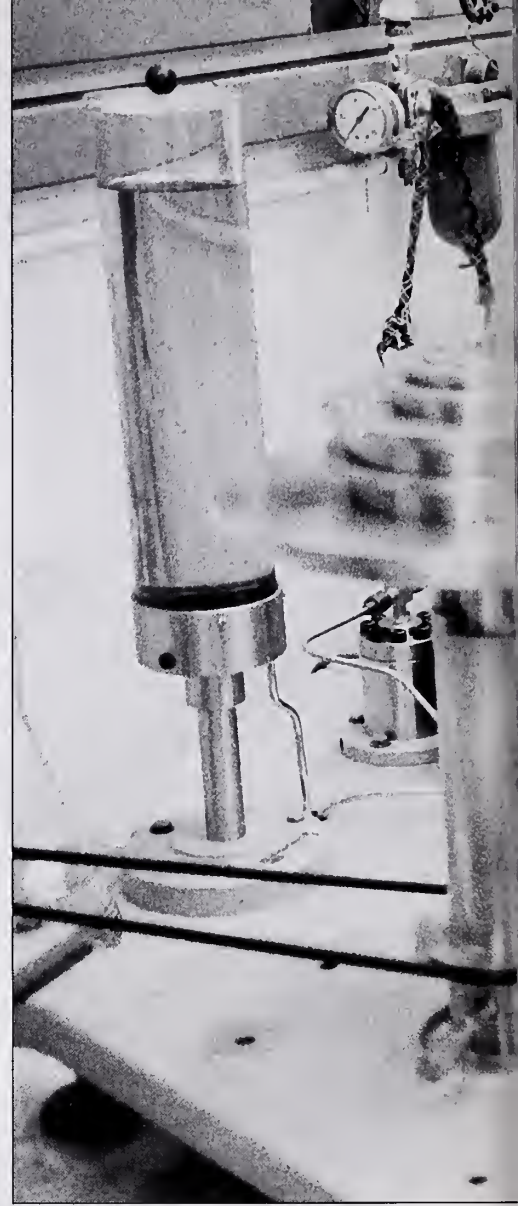
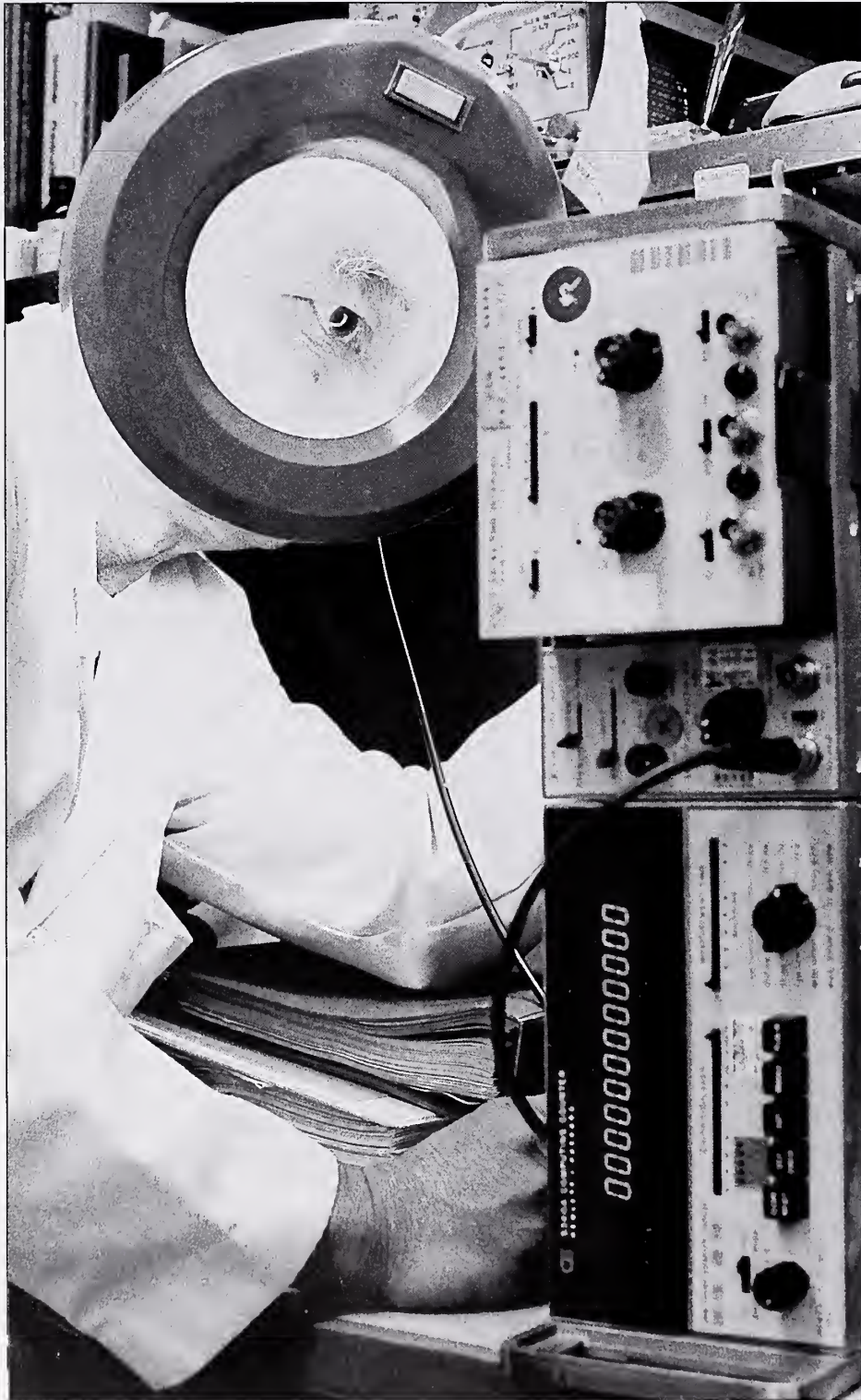
The facility, the largest of eight Pacific labs located from Alaska to New Zealand, performs more than 12,000 calibrations and repairs each year for more than 165 military and DoD activities spanning the 7th Fleet, U.S. bases throughout the Pacific Ocean and the armed forces of the Philippines and Indonesia.

"Even during Operation *Desert Storm*, when our laboratory was grappling with a 140 percent workload, the average repair turnaround time was 3.6 days," Reynolds said.

The staff uses super-sensitive instruments such as platinum thermometers, lasers and atomic clocks

Metrologist Vicente Laygo studies a computing counter before repairing it.

Right: Larry Rothrock calibrates gas and oil pressure gauges using the Ruska deadweight tester. The machine uses nitrogen and special density oil along with precision weights to test gauges before they are shipped back to the fleet. Below: Metrologist Vicente Laygo examines computing data.



to test instruments which will in turn be used to test other instruments and machines throughout the Pacific.

"Our platinum thermometers are the ultimate in temperature measuring devices, accurate to a hundredth of a degree," said Barry Trudeau, the physical-dimensional sectional supervisor. "We use the thermometer to test jet engine temperature probes, but they are just as useful for testing pizza oven sensors."

Lasers at the facility are used in ultra-precise length and angle measuring, especially when it is important to find how a given temperature will affect the size of an object.

"Any given piece of metal is going to expand and contract with temperature, and with a sensitivity to one



hundred-thousandth of an inch, our laser will pick it up. In fact, you'd be surprised how much a metal object will change between 30 and 90 degrees Fahrenheit," said Reynolds.

For arresting gear personnel and landing signal officers who wonder how much stress their cables can take, the lab's 100,000-pound capable "stress machine" can tell them.

Instruments for measuring most types of radar and radio transmission are located in the electronic area of the 12,000-square-foot facility.

"We have a machine that produces ship and aircraft identification friend or foe (IFF) signals. Our specialists use it out in the fleet to make sure that the little black boxes on aircraft and the big black boxes on ships are working properly," said John Bales, an electronics technician.

"It's a complicated system, with codes changing every day. If the IFF system wasn't working properly, no one would know who's who in a conflict," he added.

The radar testers range from huge shipboard assemblies down to a simple tuning fork used for calibrating base police radar guns.

When verifying the performance of number-crunching modern computers, Vicente Laygo, senior metrologist (specialist in the field of weights and measures), relies on his cesium-based atomic clock. "After all, theoretically, it will only need a one-second correction after about 300,000 years," he said.

Since 1971, civilian metrologists have staffed the laboratory. The 29 working there today have an average of 20 or more years on the job.

Even with their experience and equipment, the laboratory isn't the last word on accuracy.

"We are a type 3 calibration lab," says Reynolds. "AIMDs (aircraft intermediate maintenance departments) are type 4 facilities and among our biggest customers. We send our weights on a regular basis to be re-certified at type 2 labs. Type 2 labs are larger and have more capabilities than us, but all of them are located in the United States. Type 1 labs hold precedence over them, and they are checked by the National Bureau of Standards near Washington, D.C., the No. 1 authority," he said. □

Farrington is assigned to the 7th Fleet Public Affairs Representative, Subic Bay, Republic of the Philippines.

Spotlight on excellence

Franke talk on courage and skill

Story by JOCS Cindy Adams

During Operation *Desert Storm*, U.S. Navy aircraft carrier battle groups launched around-the-clock air strikes against Iraq in the battle to free Kuwait from enemy takeover.

Since then, Navy aircrews in the Tidewater Virginia area have received hundreds of awards for heroism and daring in direct combat action. But no less daring were Norfolk's helicopter pilots and aircrewmen, who provided vital logistics support necessary to keep those battle groups operating.

One of these pilots is LT Kelly Franke, who earned both regional and national recognition as 1991 Pilot of the Year by the Naval Helicopter Association (NHA).

Franke is assigned to Helicopter Combat Support Squadron (HC) 2, based at Naval Air Station Norfolk. She is one of 10 Naval Air Force Atlantic helicopter pilots, aircrew and maintenance crew who received NHA's Region Four honors for outstanding performance. She accepted the national award in February at the NHA Symposium in San Diego.

Franke deployed twice with HC 2's "Desert Ducks" during Operation *Desert Shield/Storm*. Working from their Bahrain staging area, the Desert Ducks moved mail, people and supplies by helicopter — providing a vertical lifeline to ships at sea.

It wasn't a glamorous job. Keeping the battle groups supplied day or night, under any and all weather conditions, was at times harrowing. Cited for "inspirational" and "unparalleled" performance, Franke flew 664.2 accident-free flight hours

in 105 combat support missions. These missions included transporting Iraqi POWs and numerous logistics runs to the battle groups before Iraqi gun positions had even been cleared from sea-based oil platforms.

"We were always standing alerts," Franke said. "It was an all-day job. We flew long hours not knowing what would happen next." On one occasion, she led a night mission to rescue a Navy diver from a mobile dive platform in the Persian Gulf. It was impossible to land on the platform, and she hovered at 75 feet in a 20-knot tail wind while the crew hoisted the injured diver to safety.

Three months later, she averted disaster during an in-flight emergency in the northern Persian Gulf. Supplying several ships that day, her crew had off-loaded supplies aboard USS *Elliott* (DD 967) — their third delivery for the day. Ten minutes after leaving the ship, the helicopter lost auxiliary hydraulic pressure.

Loss of pressure requires the pilot to land as soon as possible, and with the nearest land 40 miles away, Franke decided to attempt an emergency landing on USS *Stark* (FFG 31). Battling for control of the aircraft in a 30-knot crosswind, which robbed the helo's tail rotor authority and forced the nose of the aircraft down, Franke aborted her attempt to land on the small deck. She skillfully recovered from a potentially disastrous spin and made a safe return flight to Kuwait, escorted by another ship's helo.

"It was more of a surprise than anything," Frank said. "We thought we had the winds to land on the



deck. It was scary and we were all shook up."

The escort pilot witnessing the incident praised Franke's "immediate and decisive" handling of the situation.

Franke, 26, has a well-deserved reputation for savvy that squadron officials say "far belies her years" in the behind-the-scenes role of keeping tons of supplies on the move to combat forces. The soft-spoken, self-assured pilot won the praise and admiration of officials, who felt she was "a must" for the prestigious title of Pilot of the Year.

Franke described the *Desert Storm* experience as "tough" and "demanding" — but an experience she wouldn't want to have missed. She has nothing but praise for her squadron's camaraderie and professionalism.

With almost five years of service behind her, Franke admits that she was surprised, however, to win the NHA Pilot of the Year award. "I was doing my part ... just like everyone," she says. "If I had to do it again, I would." □

Adams is assigned to the public affairs office, Commander Naval Air Force, U.S. Atlantic Fleet, Norfolk. Photo by PH2 John Eivera.

Bearings

Brother Program brings siblings together again at sea

It goes without saying that life at sea is hard and sometimes lonely. Many times, sailors don't know anyone on board when they arrive, and just finding their way around can be confusing and frustrating. But for some, shipboard life can be made easier by the Navy's Brother Program.

Fireman Apprentice Philip Mathewis and Operations Specialist Seaman Kevin Mathewis are brothers stationed aboard USS *America* (CV 66). Philip entered the Navy earlier last year and reported aboard while the ship was in Naples, Italy, for the holidays. He got there by filling out his "dream sheet" in boot camp and requesting his brother's ship. Through the Brother Program Philip's dream came true.

Philip reported to *America* only days after being married on Dec. 30, 1991, reluctantly leaving his new bride to go to sea. But at least he's not alone because of his shipmate brother.

The brothers are only two years apart and grew up in a large family in Cincinnati, Ohio. "We spent a lot of time together," Kevin said. "We were both good friends growing up,



and this ship is like a home away from home."

Both brothers' wives now live in the same town in Georgia.

Philip said, "It's very good to know when times get tough, I have my brother here for support. He also has been helping me find my way around the ship and getting me used to shipboard life."

When *America* returns to Norfolk this summer, the Mathewis brothers

FA Philip Mathewis and brother OSSN Kevin Mathewis enjoy some free time in *America's* crew lounge.

plan on relocating their wives to the Hampton Roads area. Continuing to keep their families close, they plan to be neighbors off the ship as well as on it. ■

Story by JO3 Steve Eifert, USS *America* (CV 66). Photo by PHAN Lewis Martin.

Spanish aviators make first Harrier landing on U.S. carrier

Two Spanish aviators from the carrier *Principe de Asturias* (R 11), performed their first landing of the AV-8A *Harrier* aboard USS *America* (CV 66) recently in the Mediterranean Sea.

"On a Spanish carrier," said LCDR Jose Palamino, one of the *Harrier* pilots, "I don't have much problem [landing] at all. I feel much more relaxed. Today there was pressure." However, the pilots' successful approach and landing gave no indication of any difficulties.

The pilots spent a day-and-a-half with *America* aircrews, conducting combat maneuvers with F-14 *Tomcats* and F/A-18 *Hornets*, and experiencing the thrill of carrier arrestment in the back seat of some of *America's* aircraft.

Commander Carrier Air Wing 1, CAPT Paul D. Cash, said that from an interoperability standpoint, the training enhances the flexibility needed for allied forces to continue to operate together.

"Probably one of the big things we

get out of it is that we get to build some friendships at the working level," said Cash. "Those things carry a lot of importance when those men go back to their homebases and share their experiences."

And what will Palamino share with his friends? "I'll tell them to come here and try this themselves," he said. "It's impressive to see how the best Navy in the world operates." ■

Story by AA Chris Roe, USS *America* (CV 66).

Bearings

Beached whale rides Navy C-2 to sunny Florida's Marineland

The "Rawhides" of Fleet Logistic Support Squadron (VRC) 40 played an unusual role in the survival of a pregnant pygmy sperm whale which beached itself recently at Virginia Beach, Va.

The stranded whale, normally a subtropic mammal, was found near death on the beach at the Back Bay National Wildlife Refuge in December 1991. She was rescued immediately by a specially formed "stranding team" from the Virginia Marine Science Museum (VMSM).

The whale, named "Noel" by her rescuers, was ailing from apparent liver damage and underwent treatment with antibiotics in a museum holding tank until her condition stabilized.

Meanwhile, museum officials decided that the whale and her future offspring's chances of survival would be better in the warmer waters of a larger tank at Marineland in St. Augustine, Fla. So they asked the U.S. Navy for assistance.

The Navy was able to fly Noel and the VMSM stranding team on VRC 40's previously scheduled C-2 *Greyhound* training flight from Norfolk to Florida.

Squadron crew members strapped a wood-framed, egg crate foam-lined cradle to the deck of the C-2 cargo plane and helped lower the 1,000-pound whale on a stretcher into the cradle to keep her upright during the nearly two-hour flight. The stranding team and crew kept attentive eyes on Noel's condition during the entire journey.

Susan Barco, a VMSM marine biologist, monitored Noel's breathing and heartbeat as the whale slowly started to calm down after takeoff.

It wasn't long before Noel's condition began to stabilize as she became accustomed to her new surround-



ings. Marine biologist Maylon White made sure Noel was comfortable and calm by constantly spraying her with water.

Upon arrival, there was a quick and smooth transition from the aircraft to an awaiting van, which took Noel to her new temporary aquatic home in Marineland.

Once there, Marineland officials said that Noel made the transition to her new watery environment very well.

"She was slow at first, but then she started moving around," said Dr. Bob George, a veterinarian from Gloucester, Va., and a member of the VMSM team. "I believe she's going to be OK."

Aviation Structural Mechanic (Structures) 3rd Class Jody Giordano said, "I felt really good that I had the opportunity to participate in this." Like everybody there, Giordano was on his feet during the entire flight

A pregnant pygmy sperm whale, named "Noel" by her rescuers, is watered down and monitored during a C-2 flight from Norfolk to Marineland in St. Augustine, Fla., by (from left) Virginia Marine Science Museum (VMSM) marine biologist Susan Barco, VRC 40 crew members AMS3 Jody Giordano, AO3 Grady Nations, and VMSM marine biologists Maylon White and Tom Pitchford.

helping marine officials monitor Noel's condition.

"I'm glad she made it alive," summed up another concerned VRC 40 crew member, Aviation Ordnanceman 3rd Class Grady Nations. "I felt good about being involved." ■

Story and photo by PH2 John Rivera, Fleet Imaging Command Atlantic.

Mail Buoy

Excellence addendum

• All Hands inadvertently omitted Chief Radioman Michael J. Jones from the list of "Black achievers in today's Navy" printed in February. Jones was recognized by his command, Destroyer Squadron 24, for his work as the staff communications officer. "He has excelled at every task, continually discovering better ways to support the staff's role in the areas of command, control and communications." BZ, chief! — ed.

Name names

I read with interest your article "Cold Storage" in the January issue of *All Hands*. I was deployed as the public works officer for Fleet Hospital 15/20, and as such, I was the final recipient of the 450 containers and 60 pieces of equipment which started the journey in Norway. The accomplishments of the Navy Cargo Handling Battalions (CHB) in support of our deployment were truly impressive — we could not have done our job without them.

However, I must take issue with one statement in the introduction to the article. The trucks which delivered the containers from the piers to the "dunes" were manned by personnel of Construction Battalion Hospital Unit (CHBU) 15/20. These Seabees worked around-the-clock shifts for nine straight days to move all the equipment the 15 miles from the port to the construction site. This was just the beginning of a 35-day stretch of maximum effort on their part to get Fleet Hospital 15/20 up and running. In view of the tremendous effort on the part of these 80 outstanding individuals, I felt I must point out your error. Hats off to the CHBs and the CBHUs!

—CDR D.K. Ault
Civil Engineer Corps

What the hull?

In regards to an article in the October issue of *All Hands* magazine, and one in the January issue, I would like to clear some confusion about two of the participating units in Operation *Fiery Vigil*.

In the January issue, a crewmember of USS *McClusky* (FFG 41) wrote about a mistake in the October issue which listed USS *Ingraham* (FFG 61) as FFG 41. The October article listed many partici-

pating units, but the article seemed to center on the efforts made by USS *Abraham Lincoln* (CVN 72)'s battle group, and *Ingraham*, which was indeed a member of this battlegroup. The confusion seems to have arisen from the fact that in addition to *Ingraham* and *McClusky*, USS *Gary* (FFG 51), and USS *Rodney M. Davis* (FFG 60) were also participating. With the hull numbers 41, 51, 60, and 61 all floating around (pardon the pun) at the same time, in the same place, the confusion is understandable.

Though the cameras seemed to be centered on USS *Abraham Lincoln*, I can tell you that being on *Ingraham* with 235 other crew members, 300 evacuees, 30-plus dogs and cats and one SH-60B for two days, was something that took a level of performance "above and beyond" the norm. It is something that we all take immense pride in having accomplished. Especially since we did it all safely, twice.

Fiery Vigil was the first undertaking on *Ingraham*'s maiden deployment, and is now another success in the history of the most capable frigate afloat. I simply felt the need to finally clear up "who's who" in the Operation *Fiery Vigil* record books.

—ET2 Scott O. Fowler
USS *Ingraham* (FFG 61)

Reunions

• U.S. Naval Aerial Photographic Interpretation Center (all classes) — May 8-12, San Francisco. Contact Richard DeLancie, 1370 Taylor St., No. 10, San Francisco, Calif. 94108-1031; (415) 885-6271.

• USS *Fanshaw Bay* (CVE 70) — May 26-30, New Orleans. Contact Duane D. Iossi, 310 Edwards St., Fort Collins, Colo. 80524; (303) 482-6237.

• B-1-5, The Baker Bandits and other Korean War Marines — June 10-13, Colorado Springs, Colo. Contact Emmett Shelton Jr., 808 Caravan Circle, Austin, Texas 78746; (512) 327-1305.

• USS *Arkansas* (BB 33) Association — June 10-14, Providence, R.I. Contact John F. Bird, P.O. Box 1283, Port Aransas, Texas 78373; (512) 749-6925.

• USS *Denebola* (AD 12) — June 11-14, Louisville, Ky. Contact Frank Chapin, 111 Dyke Farm Road, South Portland, Maine 04106; (207) 774-7001.

• USS *Izard* (DD 589) — June 18-20,

Nashville, Tenn. Contact Sal A. DiGiovine, 49 Clements Road, Waltham, Mass. 02154-8207; (617) 894-1039.

• USS *Norton Sound* (AV 11/AVM 1) Association — June 24-28, Port Hueneme, Calif. Contact USS *Norton Sound* Association, P.O. Box 487, Port Hueneme, Calif. 93044; (805) 485-6144.

• USS *Whitehurst* (DE 634) Association — June 25-27, Knoxville, Tenn. Contact Roy E. Graham, Route 12, Box 258, Morgantown, W.Va. 26505; (304) 594-1986.

• USS *Ranger* (CV/CVA 61) — July 3-5, San Diego. Send a self-addressed stamped envelope to: USS *Ranger* Reunion, P.O. Box 49, Round Top, N.Y. 12473.

• USS *Ashland* (LSD 1/48) — July 8-11, Norfolk. Contact Milt Furgeson, 1540 E. Moore Road, Hillsdale, Mich. 49242; (517) 437-7205.

• Fraternal order of UDT/SEAL — July 17-19, Norfolk. Contact Don Tilton, P.O. Box 5365, Virginia Beach, Va. 23455.

• USS *Sylvania* (AFS 2) — July 17-19, Indianapolis. Contact John D. Pierce, 6631 Holloway Lane, Lansing, Mich. 48917; (517) 335-2927.

• Fitting Out and Supply Support Assistance Center — July 24, Norfolk. Contact LCDR C. Moore, FOSSAC (Code 04), P.O. Box 15129, Norfolk, Va. 23511-0129; (804) 445-2558.

• NavComSta Londonderry — July 27-Aug. 2, Londonderry, Northern Ireland. Contact Tom Porter, Navy and Marine Corps Intelligence Training Center, Code N133, Dam Neck, Va. 23462; (804) 433-8067.

• U.S. Naval Radioman Association — July 30, College Park, Md. Contact RMCM(SW) Rick Bourdon, 2701 S. First Place, Arlington, Va. 22212; (703) 521-1282.

• USS *John C. Calhoun* (SSBN 630) Veterans Association — July 30-Aug. 2, Charleston, S.C. Send self-addressed stamped envelope to: L.L. Pace, 1678 Colleen Drive, Orlando, Fla. 32809.

• USS *Brinkley Bass* (DD 887) — July 31-Aug. 2, St. Louis. Contact Bob Shetron, 347 W. Leaside, Glendora, Calif. 91740; (818) 335-8040.

• Bedford Springs Radio School (Company 13-1944) — July 1992. Contact Bruno Campagnari, 1809 Dugan Road, Olean, N.Y. 14760; (716) 372-1780.

Reunions

• **USS Little Rock (CL 92/CLG 4/CG 4)** — July 15-19, Buffalo, N.Y. Contact James Kays, 37 Bridge St., Ogdensburg, N.J. 07439; (201) 827-7455.

• **USS Topeka (CL 67)** — Aug. 6-8, Norfolk. Contact James W. Wilson, 1022 W. Abbott, Muncie, Ind. 47303; (317) 288-3949.

• **USS President Jackson (APA 18) Association** — Aug. 6-9, Portland, Ore. Contact Harry Dunford, P.O. Box 386, Lexington, Mo. 64067; (816) 259-2231.

• **USS Bon Homme Richard (CV/CVA 31)** — Aug. 14-16, Denver. Contact Ralph Pound, P.O. Box 1531, 410 Clark St., Tupelo, Miss. 38802; (601) 842-0572/8247.

• **USS Forrestal (CV/CVA 59)** — Aug. 17-23, Pensacola, Fla. Contact Art Billingsley, 505 Rose Ave., Fruitland, Fla. 34731; (904) 787-3763.

• **20th NCB** — Aug. 19-22, Waldorf, Md. Contact James Hensley, 5604 Exeter St., Churchton, Md. 20733; (301) 956-6323.

• **USS George A. Johnson (DE 583)** — Aug. 20-22, Philadelphia. Contact Joe Harrison, 2115 Armstrong Ave., Morton, Pa. 19070; (215) 532-8348.

• **USS Fort Snelling (LSD 30)** — Aug. 20-23, Minneapolis. Contact Larry Eckard, P.O. Box 5145, Hickory, N.C. 28603; (704) 256-6274.

• **USS Quick (DD 490/DMS 32)** — Aug. 21-23, North Canton, Ohio. Contact Ed DeSantis, 366 Oakpark N.W., North Canton, Ohio 44720; (216) 966-8420.

• **USS Thatcher (DD 514)** — Aug. 25-29, Silverdale, Wash. Contact Bob Hartley, 288 Roxalana Hills Drive, Dunbar, W.Va. 25064; (304) 766-7497.

• **111th Tactical Reconnaissance Squadron (World War II)** — Aug. 27-29, Gatlinburg, Tenn. Contact Roy D. Simmons Jr., 3730 Edgewater Drive, Nashville, Tenn. 37217; (615) 366-1191.

• **World War II Marine Parachute Units** — Aug. 27-29, Arlington, Va. Contact Dave E. Severance, P.O. Box 1972, La Jolla, Calif. 92038.

• **USS LCS (L) 1-130 Association** — Aug. 27-29, Colorado Springs, Colo. Contact Jeff Jeffers, P.O. Box 9087, Waukegan, Ill. 60079; (708) 360-0560.

• **USS LST 511** — Aug. 27-30, Alexandria, Va. Contact Al McCracken, 2400 Franciscan Drive, Pensacola, Fla. 32526; (904) 944-0474.

• **USS LCS (L) 128** — Aug. 27-30, Colorado Springs, Colo. Contact Bruno Campagnari, 1809 Dugan Road, Olean, N.Y. 14760; (716) 372-1780.

• **USS Hoggatt Bay (CVE 75), VC 14/88/99** — Aug. 27-30, Providence, R.I. Contact Del Canady, 5868 Argyle Way, Riverside, Calif. 92506-3513; (714) 787-8666.

• **USS Richmond (CL 9)** — Aug. 27-30, Madison, Wis. Contact Bill Shumway, 306 Woodlawn Circle, Madison, Wis. 53704; (608) 244-6717.

• **USS Petrof Bay (CVE 80) World War II** — August 1992, Dayton, Ohio. Contact L. Bud Haeuser, Box 278, Fountain City, Wis. 54629.

• **USS Cortland (APA 75)** — August 1992, Seattle. Contact Alvin E. Miller, 3425 Center Point Road N.E., Cedar Rapids, Iowa 52402; (319) 393-8152.

• **USS Custer (APA 40)** — Sept. 3-5, Portland, Ore. Contact Clyde L. Thomen, 6342 Walinda Court S.E., Salem, Ore. 97301; (503) 749-2708.

• **USS Clay (APA 39) and USS Elizabeth C. Stanton (AP 69)** — Sept. 4-6, Knoxville, Tenn. Contact John Brass, 403 E. 330 St., Willowick, Ohio 44095-3303; (216) 943-2079.

• **USS Daly (DD 519)** — Sept. 4-6, Nashville, Tenn. Contact Walter A. Johnson, 1 Edgewood Road, Windham, N.H. 03087-2106; (603) 898-6507.

• **USS Bumper (SS 333)** — Sept. 6-9, Indianapolis. Contact James E. Spears, 6212 S. Third St., Louisville, Ky. 40214; (502) 368-6707.

• **USS Idaho (BB 42) Association** — Sept. 7-12, San Pedro, Calif. Contact David C. Graham, P.O. Box 711247, San Diego, Calif. 92171.

• **USS Princeton (CVL 23) Association** — Sept. 9-12, Madison, Wis. Contact Sam Minervini, 251 Marlboro Road, Woodridge, N.J. 07075.

• **USS Endicott (DD 495/DMS 35)** — Sept. 9-13, Seattle. Contact Dean Wren, 11811 E. 60th St., Kansas City, Mo. 64133; (816) 356-4833.

• **USS Wisconsin (BB 64)** — Sept. 10-13, Milwaukee. Contact Jim Janz, P.O. Box BB-64, Rudolph, Wis. 54475-0116.

• **USS Gridley (DD 380)** — Sept. 10-13, Denver. Contact Walter J. Drelicharz, 9344 W. Kentucky Ave., Lakewood, Colo. 80226; (303) 985-9291.

• **17th and 120th NCB** — Sept. 10-13, Toledo, Ohio. Contact Mike Meade, P.O.

Box 1, Raub, Ind. 47976.

• **USS Sevier (APA 233)** — Sept. 10-14, Scottsdale, Ariz. Contact George Pangborn, 20414 Skylark Drive, Sun City West, Ariz. 85375; (602) 584-5580.

• **USS President Adams (APA 19)** — Sept. 10-14, Portland, Ore. Contact Bill Lindner, P.O. Box 4006, Virginia Beach, Va. 23454; (804) 340-8551.

• **60th Seabees** — Sept. 11, St. Louis. Contact Clarence A. Hemmer, 10728 St. Francis Lane, St. Ann, Mo. 63074; (314) 427-5352.

• **USS Delta (AK 29/AR 9)** — Sept. 13-18, San Diego. Contact E.T. Sonnleitner, 1218 Jackson St., Oshkosh, Wis. 54901; (414) 235-1866.

• **USS Bordelon (DDR 881)** — Sept. 15-19, Baltimore. Contact John Burke, 302 Hawthorne Ave., Uniondale, N.Y. 11553; (516) 483-3962.

• **USS John Paul Jones (DD 932/DDG 32)** — Proposed summer 1992. Contact J.W. Turner, 520 Jason Drive, Lady Lake, Fla. 32159 or J.L. Laseter, 101 St. Andrews Drive, Ocean Springs, Miss. 39564-8426; (601) 875-9134.

• **Association of Gunner's Mates** — Proposed, Great Lakes, Ill. Contact Jack Photenhauer, 7217 Belmont Ave., Hammond, Ind. 46324; (219) 845-3747.

• **USS Norfolk (DL 1) 1954-70** — Proposed. Contact Richard A. Horne, 2820 Chichester Ave., Apt. A-8, Boothwyn, Pa. 19061; (215) 485-0914.

• **4th NCB** — Proposed, Tulsa, Okla. Contact Jack Swafford, 4103 E. 22nd St., Tulsa, Okla. 74114; (918) 744-8276.

• **50th NCB** — Proposed. Contact Robert Leathers, 116 Krest, Madera, Calif. 93637; (209) 661-7128.

• **63rd NCB** — Proposed. Contact Byron L. Carter, 555 Shady Lane, Boonville, Ind. 46701-9107; (812) 897-2661.

• **21st NCB** — Proposed. Contact Aubrey L. Berry, 4302 Shady Lane, Enid, Fla. 34746; (405) 234-9704.

• **23rd U.S. Naval Seabee Association** — Proposed. Contact George H. Manolakis, 474 Greenwood Lane, Kissimmee, Fla. 34746; (407) 397-0458.

• **25th Special Construction Battalion** — Proposed. Contact Albert Gray, 131 Route 87, Columbia, Conn. 06237.

• **302nd NCB** — Proposed. Contact Robert Totans, 25444 Mardone Drive, Willits, Calif. 95490.

ALL HANDS Photo Contest

The *All Hands* Photo Contest is open to all active duty, reserve and civilian Navy personnel in two categories: **Professional** and **Amateur**. The professional category includes Navy photographer's mates, journalists, officers and civilians working in photography or public affairs.

All entries must be Navy related. Photos need not be taken in the calendar year of the contest.

Competition includes single-image feature picture and picture story (three or more photos on a single theme) in black-and-white print, and color print or color transparency. No glass-mounted transparencies or instant film (Polaroid) entries are allowed. Photo stories presented in color transparencies should be numbered in the order you wish to have them viewed and accompanied by a design layout board showing where and how you would position the photographs.

There is a limit of six entries per person. Each picture story is considered one entry regardless of the number of views.

Minimum size for each single-image feature picture is 5 inches by 7 inches.

All photographs must be mounted on black 11-inch by 14-inch mount board.

Picture stories must be mounted on three, black 11-inch by 14-inch mount boards taped together, excluding photo stories entered as transparencies.

Please use the entry form below and include the **Title** of the photograph and complete **Cutline** information on a separate piece of paper taped to the back of the photo or slide mount.

Certificates will be awarded to 1st, 2nd and 3rd place winners as well as Honorable Mention in each of the categories. Winning photographs will be featured in *All Hands* magazine.

Entries will not be returned to the photographer.

For more information about the *All Hands* Photo Contest, contact PH1(AW) Joseph Dorey or JOCS Robert Rucker at Autovon 284-4455/6208 or commercial (703) 274-4455/6208.

ALL ENTRIES MUST BE RECEIVED NO LATER THAN SEPT. 1, 1992.

For each entry, please indicate in which category and group you are entering the photograph. Attach a completed copy of this form to your entry.

Single-image feature

☐ Black-and-white print

☐ Color print or transparencies

☐ Professional

☐ Amateur

Photo story

☐ Black-and-white

☐ Color print or transparencies

Name: _____

Rate/rank: _____

Command: _____

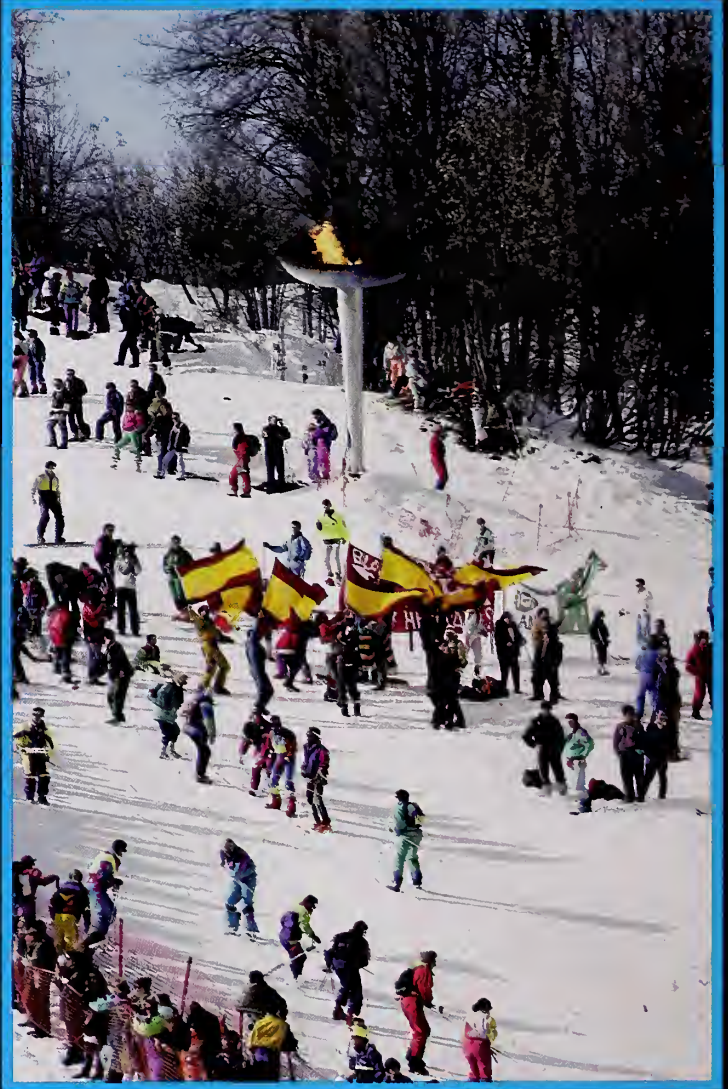
Address: _____

Phone: _____

Title of Photo: _____

Send entries to:

All Hands Photo Contest
Navy Internal Relations Activity
601 N. Fairfax St., Suite 230
Alexandria, Va. 22314-2007



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ALL HANDS

JUNE 1992

The art
of war

359.05
A416 PERIODIC



A crew member balances himself on the anchor of the amphibious command ship USS Blue Ridge as he prepares to paint a section of the ship's bow in Okinawa, Japan. Photo by PH3 Michael Worner.

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All Hands (USPS 372-970, ISSN 0002-5577) (Number 903) is published monthly by Navy Internal Relations Activity: 601 N. Fairfax St., Suite 230, Alexandria, Va. 22314-2007. Second-class postage paid at Alexandria, Va. 22314, and additional mailing offices.

Subscriptions: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Postmaster: Send address changes to *All Hands*, 601 N. Fairfax St., Suite 230, Alexandria, Va. 22314-2007.

Editorial Offices: Send submissions and other correspondence to: NIRA, Print Media, Attn: Editor, 601 N. Fairfax St., Suite 230, Alexandria, VA 22314-2007. Phone (703) 274-6208 (AV 284-4455) for editorial; (703) 274-5953 (AV 284-4315) for distribution.

Message: NAVINREACT WASHINGTON DC.

Authorization: The Secretary of the Navy has determined that this publication is necessary in the transaction of business required by law of the Department of the Navy. Funds for printing this publication have been approved by the Navy Publications and Printing Policy Committee.

NIRA also publishes *Captain's Call Kit*, *Navy Editor Service*, *Navy Family Lifeline*, *Navy News Service* and *Public Affairs Communicator*.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
JUNE 1992 — NUMBER 903
69TH YEAR OF PUBLICATION



Courtesy of U.S. Naval Institute

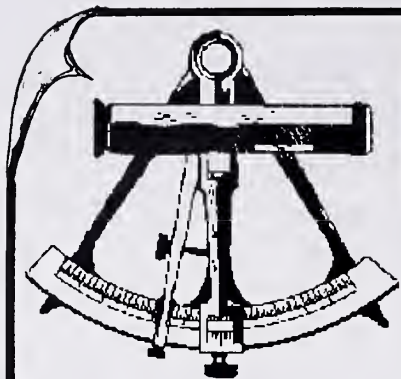
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Front cover: "Ships' Searchlights, Pearl Harbor." Coale's graphic painting shows shafts of light stabbing the sky in search of enemy aircraft. Courtesy of the Navy Art Center. See story Page 20.

Back cover: Lava from Sicily's Mount Etna scorches the landscape outside the small town of Zafferana Etnea. U.S. seapower forces assisted in efforts to divert Etna's fury from populated areas. Photo by JO2 Laurie Beers. See story Page 37.



From the charthouse

Want to get out early?

Sailors with an end of active obligated service (EAOS) date of Dec. 29, 1992, or earlier have the opportunity to request an early separation. Commanding officers now have the authority to approve early outs for sailors under their command up to 90 days prior to their EAOS.

Early separation under the FY92 90-day early separation program is strictly voluntary, and no separation incentives are offered to those who request separation. COs will consider each sailor's request on a case-by-case basis, considering the impact on unit readiness.

The 90-day early separation program is one of several personnel policy changes announced in NavOp 006/92. The Navy is committed to meeting end-strength reductions without involuntary separations while reducing end-strength from 571,134 to 551,400 this fiscal year.

Details and eligibility requirements are contained in NavAdmin 030/92.

Voting help a phone call away

The Federal Voting Assistance Program (FVAP) offers recorded telephone messages from candidates running for president, U.S. Senate, the House of Representatives and governor.

In the automated messages candidates address many issues citizens are concerned with such as health care, taxes, education, the economy, etc.

Since 1988, the Non Commissioned Officers Association (NCOA) has supported the information centers and provides operator assistance to answer any questions not handled by the automated system. Callers may also leave a message for elected officials and give their opinion on issues or legislation under consideration.

In addition, if you call and find your elected official

has not participated, you may leave a message requesting him or her to do so. Your recorded message will be forwarded directly to the official.

Become an informed voter. Telephone Autovon 223-6500 or commercial (703) 693-6500.

You can write and shoot for loot

The U.S. Naval Institute will award cash prizes of \$1,000, \$750 and \$500 to the authors of the top three essays in its Fifth Annual International Navies Essay Contest.

Essays should cover strategic, geographic and cultural influences on individual or regional navies, their commitments and capabilities and relationships with other navies.

Authors of all nationalities are invited to enter. Entries must be received at the Naval Institute on or before Aug. 1.

The Naval Institute is also sponsoring an International Navies Photo Contest.

Photographers, amateur and professional, are invited to enter. The

Naval Institute will award cash prizes of \$100 each to the photographers of the top three entries. All entries must be received on or before Aug. 1.

For complete contest rules contact Jaci Day at (410) 268-6110, ext. 247.

Reimbursement OK for DoD volunteers

The FY92 National Defense Authorization Act included authorization to use appropriated or non-appropriated funds to reimburse incidental expenses incurred by people volunteering as ombudsmen or Family Services Center (FSC) volunteers.

Commanding officers are strongly encouraged to reimburse them under the following conditions:

- Child care — reimbursement is not to exceed the rate of the local Navy child development center. Reimbursement of child care expenses for ombudsmen does not change established child development center usage priorities.

- Mileage — reimbursement for mileage is at the government privately owned vehicle (POV) rate. Mileage should be documented to file a claim.

- Parking and tolls — reimbursable upon presentation of receipts.

- Telephone — toll calls not covered by command



Sexual harassment — not in our Navy

Sexual harassment is wrong; most Navy people know that. The Navy's official policy on sexual harassment has been in place for years, and education and training to prevent sexual harassment in the Navy goes back to the early 1980s. Still, some people fail to get the message. Navy leaders recently took action to ensure those people either get on board or face discharge from the Navy.

Reaffirming the Navy's zero-tolerance policy regarding sexual harassment, the Secretary of the Navy and Chief of Naval Operations directed that, beginning March 1, 1992, sailors and Marines will be processed for administrative separation on the first substantiated incident of sexual harassment involving any of the following circumstances:

- Threats or attempts to influence another's career or job for sexual favors
- Rewards in exchange for sexual favors
- Physical contact of a sexual nature which, if charged as a violation of the Uniform Code of Military Justice, could result in punitive discharge.

Administrative separation also will be considered for those who repeatedly commit less aggravated acts of sexual harassment.

All hands' responsibilities include the following:

- Know and understand the definition of sexual harassment, including more serious ("aggravated") forms as defined above and the less serious and most common forms of unwanted sexual teasing, jokes, remarks and gestures.

- Know the Navy's policy on sexual harassment.
- Know what to do if you are sexually harassed.

First discuss the offensive behavior with the harasser and ask him or her to stop.

- If not practical or effective, report the incident(s). Where to go for assistance:

- Your supervisor
- Equal Opportunity Program Specialists (assigned to larger staffs and carriers)
- Naval Legal Services Offices
- Navy Inspector General Hotline, toll-free 1-800-522-3451, DSN 288-6743 or (202) 433-6743.

Sources of Navy policy include:

- OpNavInst 5300.9 (Navy Policy on Sexual Harassment).
- SecNavInst 5300.26A (Department of Navy Policy on Sexual Harassment).
- OpNavInst 5354.1C (Navy Equal Opportunity Manual), Section IV, "Prevention of Sexual Harassment" and Section V, "Navy Grievance Procedures."
- NavOp 004/92 and NavAdmin 025/92.

Remember . . .

- Honest communication can go a long way toward reducing offensive behavior.
- Not every remark, joke or gesture constitutes sexual harassment.

- Informal counseling will sometimes be enough.
- Mutual respect for all people — regardless of gender, race or rank — is the bottom line.

But if you don't get the message . . .

- If you commit one serious incident (as defined above), or
 - If you repeatedly commit less serious incidents and
 - If the incident(s) of sexual harassment are substantiated;
 - You will be processed for separation.
- Just don't do it.

telephone credit cards may be reimbursed upon presentation of receipts.

Reimbursement should be budgeted for and available on an equitable basis for all ombudsmen and FSC volunteers. Also, approval by the CO is

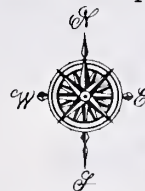
required. For more information refer to OpNavInst 1750.1C.

CHAMPUS requires FDA drug approval

For CHAMPUS to cost-share prescription drugs

and medicines, they must be approved for use by the Food and Drug Administration (FDA). The only exceptions to this rule are drugs which were "grandfathered" by the Federal Food, Drug and Cosmetic Act of 1938. These drugs,

such as insulin and penicillin, may be covered under CHAMPUS as if they were FDA-approved.



Quality, not quantity

TQL master trainers at the training pyramid apex

Story by JO1(AW) Linda Willoughby

In February, the first of three waves of Total Quality Leadership (TQL) master trainers graduated from an 18-week program conducted in Pensacola, Fla., and in April they began their important work — taking the first step in training the fleet in TQL.

After graduation, these master trainers pass their knowledge on to command TQL coordinators from bases all over the United States, who then pass the word down the TQL training pyramid by going back to their assigned commands to train division and department coordinators.

When Secretary of the Navy H. Lawrence Garrett III gave the Department of the Navy's (DoN) Executive Steering Group (ESG) guidance on TQL, he said, "The most important action you can take now is to begin education in quality. As [Kaoru] Ishikawa said in 1986, 'Quality control begins with education and ends with education.'"

Subsequently, Undersecretary of the Navy J. Daniel Howard, chairman of the ESG, a committee consisting of approximately 30 of the Navy's top civilian and military leaders chosen to lead this transformation throughout the Navy and

Marine Corps, made education and training the first step toward TQL becoming a reality in the Navy.

CDR Monty Drake, a recent master trainer graduate from Pensacola, came to the course after commanding USS *Pegasus* (PHM 1).

"I came into this position with the credentials of a TQL, which stands for total quality idiot," said Drake. "I knew how to spell TQL, and I had seen some of the messages that had been put out by the CNO and the undersecretary indicating this was the way the Navy was going to change its future.

"I had looked at it with some skepticism, so I came [here] to become a master trainer with a 'wait-and-see' type of attitude. Now I would say the skepticism is all gone. With the shrinking resources, budget, manpower and so forth, we are going to have to change the way we do business. I'm a convert."

Commenting on his future assignment training command TQL coordinators, Drake said, "I'm sure there will be people who will come [into my] classroom as skeptical [as I was], if not even more so than I."

Drake added that the master trainer's main goal is to take the people with the knowledge, power and the leadership to make a cultural transformation and educate them on the principles of TQL. The ultimate goal is that they will take this information and pass it on to the rest of the Navy. "Our real goal is to

Dr. W. Edwards Deming, the pioneer of TQL, believes that communication is the key to quality management. "It doesn't matter how you say it, it's what you say."



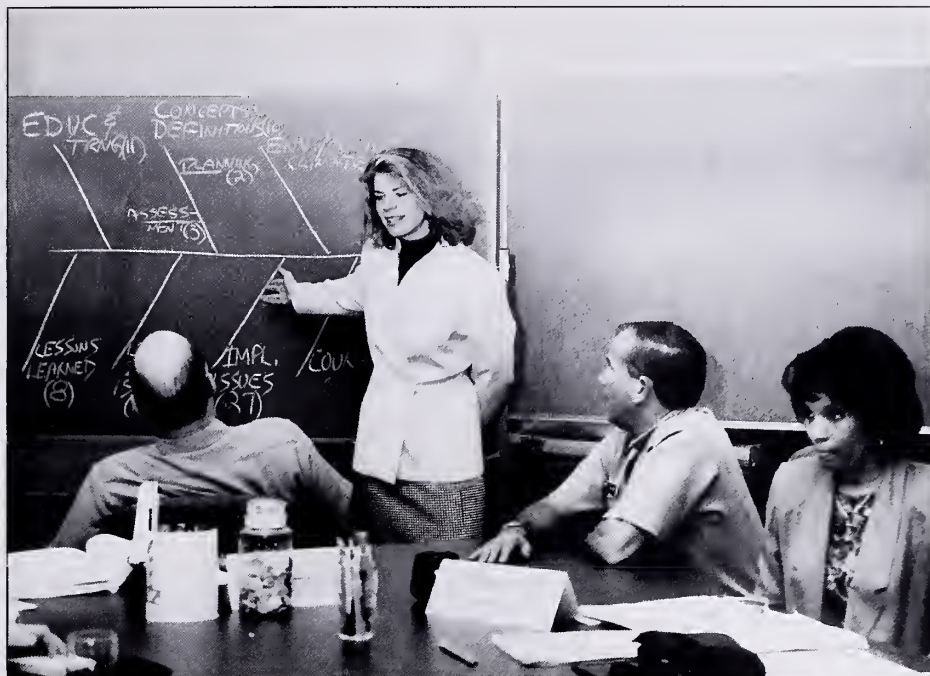
Photo by Brenda Welch

Joyce Silberstang, a personnel psychologist with the Navy's Quality Support Center in Washington, D.C., conducts a master trainer class in Pensacola, Fla.

teach ourselves out of a job," said Drake.

Another master trainer, Charles Gregory, could be considered an old hand at this new system of management. As a member of the TQM (Total Quality Management) team at Pensacola's Naval Aviation Depot, he helped train approximately 3,200 people through a series of two-day TQM introduction courses by 1988. "TQL gives each command, each leader, the opportunity to implement a quality leadership style that says we will concentrate on our processes," he said. "It is not the individual that buys a \$500 hammer, it's the process."

Gregory explained that all processes basically have five inputs: environment, manpower, methods, material and machines. Part of the basic TQL philosophy states that if a person receives better training, first-class materials and attention to how the process works, variation in the output is decreased, leading to greater productivity. As the person's productivity goes up, explains Gre-



ganizing TQL education and training. "There are more than 1 million people in the DoN," he pointed out. "To change a mind-set, about 15 percent of them must be influenced before affecting any kind of change. For the Navy this would amount to about 150,000 people.

"You need to implement a plan of attack and [carry it out] from the top down," he added. "If the hierarchy, the so-called boss or commanding officer, doesn't embrace it, it's probably not going to have much of an effect. So there is a big investment of time here."

mand or organization. The object of the training is to show people how to use this information, the sequence in which the information should be put out, prerequisites needed for implementation and how to put it all into action.

CNET personnel are putting together a curriculum of TQL training to be taught throughout the Navy in various pipeline training programs such as the Navy Leader Development Program, the Senior Enlisted Academy and ROTC.

Another method of training from the top down is through a Senior Leaders Seminar attended by flag officers, commanding officers, executive officers and senior executive service personnel. This training is currently underway in Washington, D.C., and Little Creek, Va., with additional courses to be added later in Coronado, Calif.

Fetterman summed up how Navy personnel may be looking at their command in the future when he said, "After all, [TQL] makes everybody a stockholder in their command. Everybody is sharing, and we all want to be a stockholder. We all want to benefit, and [TQL] does that for you." □

Willoughby is a staff writer for All Hands.

"[Government's] transformation will be a change of state, metamorphosis, not mere patchwork on the present system of management."

— Dr. W. Edwards Deming

gory, so does his or her effectiveness because he or she can accomplish more.

Chief of Naval Education and Training (CNET) VADM John H. Fetterman Jr. is responsible for or-

According to CAPT Barbara Stankowski, CNET's special assistant for TQL, master trainer schools will provide a training and education resource for leaders who want to implement TQL into their com-

Change as a way of life

New designation, crew members and homeport prove frigate's flexibility

Story and photos by JO1 Steve Orr

For the crew of USS *Ainsworth* (FFT 1090), flexibility is an ongoing way of life. In a matter of months, the ship was redesignated a training frigate (FFT), then became one of the first in her class to embark women as part of her permanent crew.

Now the crew of *Ainsworth* is gearing up for another big change. This summer, the frigate expects to trade the familiar view of Naval Base Norfolk's piers for the Statue of Liberty and the famous Manhattan skyline.

The homeport move is just another of the many challenges *Ainsworth* and her crew met in recent months. *Ainsworth* entered the Naval Reserve Fleet in October 1990 as one of eight *Knox*-class frigates designated as an FFT at the end of 1991.

CDR Patrick Denny, *Ainsworth* commanding officer, said his ship and other frigates were selected as training platforms for Naval Reserve forces as part of the Navy's post-Cold War readiness strategy.

"The concept of the training frigate is to establish a core of eight ships whose mission is to maintain

the readiness of reserve crews for the 40 *Knox*-class ships scheduled to be mothballed," he explained. "If the need arises to reactivate those decommissioned frigates, the crews we train would be used to man them."

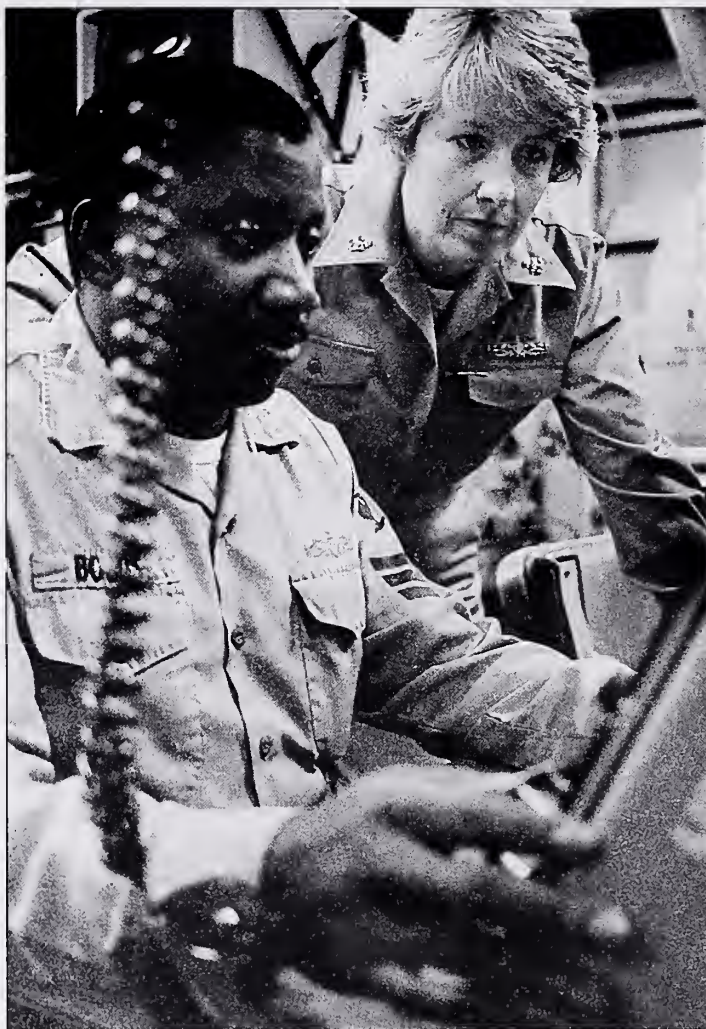
every month. The remaining crews train on board one weekend a quarter. That means every quarter *Ainsworth* is underway five to six weekends.

"We're also required to take each of our reserve detachments to sea for

The wartime role of a *Knox*-class frigate is to protect shipping. Denny is quick to point out that since *Ainsworth* is designated a training ship, she is no longer considered a combatant. However, like active-duty combatants, *Ainsworth* is still responsible for maintaining a high state of readiness. "We still have a full inspection cycle," Denny said. "Propulsion exercises, supply management inspections — in that respect, we're just like any other ship."

And, although a training ship, *Ainsworth* still maintains a high-tempo schedule. "We do not deploy in the traditional sense," Denny said. "Typically our longest underway period is in conjunction with the two-week training periods of reservists. *Ainsworth*, just like the other seven FFTs, is responsible for training five reserve frigate crews.

"We have one primary reserve crew that trains



OSCS(SW) Mary Prise, shown with OS1(SW) Anthony Bolds, brings her expertise to *Ainsworth*'s combat information center.



It's business as usual aboard *Ainsworth* for YNSN Elizabeth Morley, who is at home in an office, whether ashore or afloat.

their two weeks of annual reserve training," he continued. "If you add all that up, our total time at sea is comparable to that of any active-duty combatant."

Ainsworth's important role as a training platform is not lost on her commanding officer.

"We're in a very special position," Denny explained. "*Ainsworth* is at the forefront of this innovative concept of training reservists on board a totally new class of training frigate. The next 12 months will continue to be ones of transition. We're still working out all the bugs and still getting

the reservists properly trained — not just going through a paperwork shuffle. We're interested in giving them good, solid experience from the

"We're still working out all the bugs, and still getting the reservists properly trained — not just going through a paperwork shuffle. We're interested in giving them good, solid experience from the moment they step on board."

moment they step on board."

Reservists aren't the only sailors getting good experience after stepping aboard. After the transition to FFT, *Ainsworth* embarked women

as part of her permanent crew. "There was a lot of anticipation before the women reported on board," recalled Chief Personnelman David Gregory. "After they got here, we found out it was all very anticlimactic. There were a lot of built-up perceptions; as it turned out, there was really no difference.

"The only modification to the ship was to change the designations from men's to women's heads. And we put the crew through two months of training in sexual harassment and its prevention.

"We're all *Ainsworth* sailors; the women just sleep in a different compartment," Gregory added. "The general feeling is, 'They're here, let's put them to work.'"

Ainsworth currently has billets for 12 enlisted women, E-6 and below; two chiefs and four officers. The junior enlisted women share a 12-rack berthing area, while chiefs and officers use staterooms nearby.

As the first woman chief petty officer to embark *Ainsworth*, Senior Chief Operations Specialist (SW) Mary Prise is familiar with adjusting to life on a coed ship. She works in the frigate's combat information center.

"For me, this transition was easier than when I first

checked aboard the tender USS *Vulcan* (AR 5) in 1978," she said. "Women have been serving in these types of shipboard jobs for 14 years, and men are now used to seeing



Haircuts are a way of life in the Navy. ET2 Richard Hutson submits to SHSR Tina Helm's shears in the barber shop aboard *Ainsworth*.

women on the piers and on the ships."

Even so, Prise took some time to prepare herself and the junior females for the new environment of a frigate. "Before I was transferred, I came aboard *Ainsworth* about five times to visit the chief's mess," she said. "I wanted to get used to them and let them get used to me. It was awkward at first, but now we get along fine."

Getting along fine seems to be *Ainsworth's* forte. "Most of the women coming on board are pretty young, but they'll do well," continued Prise. "I talked to them before they came on board and explained to them what to expect. They're excited and they're working hard."

"I've learned a lot since I've been here," agreed Machinist's Mate Fire-

man Ronda Walker. "I was fortunate enough to spend three days at sea aboard the frigate USS *Moinester* (FFT 1097) before reporting to *Ainsworth*. I learned a bit about shipboard life on that trip. It prepared me for duty here, and helped me learn my way around the ship."

"The crew has impressed me," Walker said. "They've gone out of their way to help us with the transition. Many have told me they're ready to have women on board because they are tired of talking to just men."

"I have an OS3 who works for me, and this is her first ship," Prise said. "Like the other women on *Ainsworth*, her future is wide open."

Radioman 1st Class Bonnie Fay Archie, who works in communications, concurred. "Being here opens up my advancement opportunities," she said. "I'm learning more about my rate on *Ainsworth* than I did on my old tender. Because of the differ-

ent types of message traffic and the different circuits, the work is more in-depth."

"I volunteered for duty on *Ainsworth*," said Yeoman Seaman Elizabeth Ann Morley. "I'm excited about being one of the first women embarked on a frigate. It was an opportunity I couldn't pass up."

"The guys on the ship treat us as regular crew members. When we first came on board, a few of them weren't sure what to say or what to do," Morley continued. "Once they realized that we all had the same training, things relaxed a bit. We jumped into the work from day one."

"The junior women are adjusting to shipboard life with no problems," Archie said. "They are looking at it as an everyday job, working side-by-side with their male counterparts. The women are learning more about the Navy in general and gaining a new sense of discipline."

"From what I've seen to date on *Ainsworth*," Denny stated, "there is no difference between men and women sailors."

While the men and women of *Ainsworth* continue their adjustment to each other, the crew is preparing for the adjustment of living in New York. The scheduled move to a new homeport is a source of concern and anxious anticipation. It's also a subject *Ainsworth's* crew has been addressing for several months.

"We had to keep in mind the concerns of two different groups," Denny said. "On one hand, we had the concerns of the single members of the crew. On the other, we had to deal with the concerns of our married sailors."

Although information about New York's Staten Island and the surrounding communities has been presented to the anxious crew, it was a mid-February 1992 visit to *Ainsworth's* new homeport that helped alleviate much of the crew's appre-

hension. Many of the crew's families made the trek to Staten Island to see the area firsthand.

Naval Station Staten Island and its family service center put together a package of briefings and tours to tell *Ainsworth's* crew members all about the base and the surrounding community. Spouses were able to see what housing was like, and school officials briefed families on local school systems.

"Most of us had no idea what it was like in New York until we got up there," said Gregory. "The [United Service Organizations] treated us with red carpet service. Local civic groups were waiting on the pier when we arrived and treated the crew like kings."

"I thought the Staten Island area was packed pretty tight," Morley said. "The people were very friendly and excited. They went out of their way to do anything for us. There was a lot to see, and because we were in the military, we got a lot of benefits." Some of the benefits included tickets to movies, Broadway shows and meals in New York City. "The single guys in the crew are real excited about the move," said Beringer. "Let's face it, we're going to be across the bridge from 'the city that never sleeps,' and they're pretty happy about that."

On the other hand, Beringer admitted that married members of the crew were viewing the move with more anxiety. "It will be a faster-paced lifestyle," he conceded. "Still, there's always apprehension when it comes to uprooting your family and moving to a new area, whether it's New York or Mayport [Fla.]. Our visit to Staten Island allayed a lot of fears."

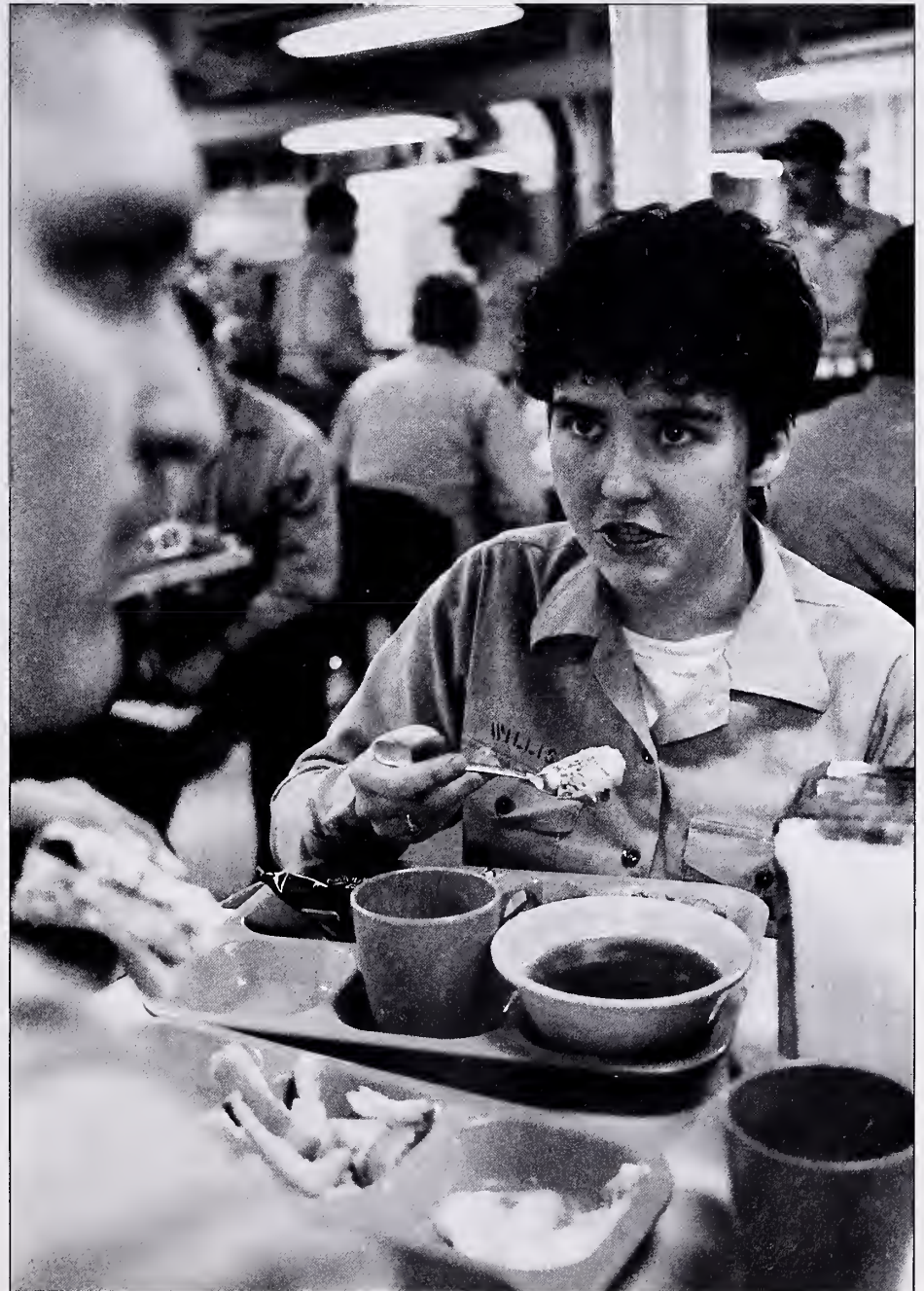
Even so, some *Ainsworth* crew members plan to keep their families

in the Norfolk area. "Those families won't be forgotten," said Master Chief Electrician's Mate (SW) Ken Hilton, *Ainsworth's* command master chief. "We will have two sets of ombudsmen, one set in Norfolk and the other in Staten Island."

For those who make the move, the future promises adventure and the opportunity to again be part of something fresh and new. "Not every-

thing on the naval station was even in place during our visit," said Gregory. "The base was still under construction. Some things are either on the drawing board or still being built. *Ainsworth* is one of the first ships to be stationed in Staten Island. Like someone said during our visit, that makes us pioneers." □

Orr is assigned to NIRA, Det. 4, Norfolk.



Right: Lunch break affords OS3 Tori Willis an opportunity to discuss working party procedures with her supervisor.

Getting involved

NRD Cleveland sailors help students Sail-on

Story by JO1 Sue Palumbo

Describe a classroom where students stand up straight and tall when a teacher enters the room, where classmates help each other with assignments and describe the day's lesson as "difficult, but fun," and almost everyone — teachers and students alike — will think you're fantasizing. But that is exactly what happens during Project *Sail-on* at West Tech High School in Cleveland — a Navy Recruiting District (NRD) Cleveland program aimed at encouraging high-achieving ninth-graders to stay in school.

"What we hope to accomplish is to get the students interested in learning by showing them how the subjects relate to what goes on in the real world," said Sparky Adams, NRD's education specialist. "We used Navy methods and related Navy experiences in areas like leadership, teamwork, values, study habits and goal-setting. The emphasis was on personalizing our experiences for the students while keeping the classroom atmosphere fun, fresh and non-threatening."

The project began as a result of a conversation between NRD Cleveland's Commanding Officer CDR Edward J. Welsh III and West Tech's principal Bobby McDowell concerning the growing number of students who failed to complete their high school education. According to McDowell, of the 600 students who begin their freshman year at West Tech, only about 250 graduate. The majority of dropouts never make it to

sophomore registration. McDowell asked Welsh what the Navy could do to help spark some interest among his freshmen to complete high school.

"We wanted to provide role models and show them the value of education," Welsh said. "It is not a recruiting effort. We're doing it because we are part of this community and we care what happens to the young people who live here."

Adams divided the initial 10-week project into seven challenges where students were presented with naval problems. Navy instructors then taught how to solve them, using skills the students already possessed. Some of the challenges included finding a hidden submarine and avoiding a mine field using math, learning basic first aid, working as a team to solve a problem such as fighting a fire and the importance of listening and other related communication skills. Each class was taught by two senior sailors and Adams, with West Tech teachers Barbara Williams and John Kasper.

To heighten interest and help the students develop self-confidence, the two participating classes were divided into teams. Points were awarded to the team which completed the challenge correctly and quickly.

"I was surprised at how well the concepts worked," admitted Kasper. "When Mr. McDowell first told me about the program I was a little leery about turning my classroom over to people who had no idea of what these kids are about or how to reach them. Not only did Sparky know where these kids were, [he also knew] how to get to them. The students are more of a team now — a unit. You can see it by the way they treat each other, the instructors and us. There is respect there."

Navy instructors used more than books and blackboards to get their point across. Corpsmen were called in to teach first aid. Using portable triage kits, they demonstrated techniques to combat shock, stop bleeding and apply a bandage or splint. Teams were divided into victims and lifesavers and timed on how quickly they could apply a bandage or splint.

"I liked the first aid part because I felt like I learned something important," said Angel Elliot, age 14. "I learned something that might really help somebody some day."



Photo by JMC Robert Sokolosh

Cora Harden and Baisha Glenn struggle to patch a leaky pipe.



Photo by JCI Sue Palumbo

LT John Ward explains a complicated radar system in laymen's terms to Jervon Bland.

project with USS *Nashville* (LPD 13), on deployment to the Gulf.

"The Navy has opened a window to a world these kids have never seen," said Renee Lindsley, West Tech's *Sail-on* liaison and a school counselor. "These kids have a whole suitcase of problems before they even get off the bus. Some haven't eaten; some had to look through a pile of clothes just to find something they wouldn't be embarrassed to go to school in. They don't trust anyone because they don't think anybody gives a damn. Wally (Operations Specialist 2nd Class Walter Alflen, a Navy recruiter) is one of the most well-known people at this school — not because [the students] want to join the Navy, but because he cares enough to listen. The idea that all of these people from the outside care to spend some time with them has just blown these kids away."

There is little doubt that *Sail-on* is having a direct impact on the students involved. Williams said she had perfect attendance several times on *Sail-on* days — something that is normally unheard of. According to school records, grades have also improved. Williams and the other West Tech educators are hoping that other organizations will take their cue from the Navy and sponsor similar programs.

"It wouldn't be so hard for companies to do the same things the Navy has done," Williams said. "All it takes is for someone to encourage these kids and to get involved. When they see that other people feel for them, they feel too. That's success."

Sail-on has affected more than just the students in the classroom. Local media coverage benefited the entire school after local television stations accompanied the class on some of the field trips.

"This is the first time they've seen something positive about their school in the news," Alflen said. "Usually it's all negative — gang fights or something. But now they're starting to feel better about themselves. Their school spirit is stronger; it's more evident."

But in Welsh's eyes, the real indicator of the program's success will be how many return to class next year. Adams has already prepared several other classes, including a field trip to the Cleveland Reserve Center's shipboard simulator.

"We're still involved," Welsh said. "In addition to the other classes, we plan on doing a call out to all the students over the summer to get them back into class. Everyone involved with these kids has taken them to heart. Hopefully, they'll walk away with the idea that you don't have to be the biggest or the baddest to be the best." □

Palumbo was assigned to Navy Recruiting District Cleveland. She is currently assigned to the public affairs office, USS Forrestal (AVT 59).

Demonstrations and field trips played a key role in keeping the interest level high. Multiplication and division seemed dull until sailors applied it to converting a recipe for omelets, which the students got to sample. Students realized that listening to instructions played a critical role in completing each challenge.

In the segment titled "Plug her up, or sink and swim," the class learned how to patch a leaky pipe while dressed in Navy foul-weather gear. Volunteers entered the Navy Reserve Center's wet trainer, where water spewed from the leaking pipe. As teammates giggled and shouted encouragement to the volunteers, the Navy's catch phrase "attention to detail" took on new meaning. One by one, students donned oxygen breathing apparatuses and conducted a pipe-patching relay race.

"I think I learned the most about working as a team with other people," said Amy McCray, age 14. "We got more things accomplished when we all cooperated instead of arguing."

Although Adams ensured that each class followed a carefully prepared curriculum designed to teach a specific skill, there were additional activities which focused on self-confidence and personal pride. Operating on the premise that a positive environment breeds positive thinking, the students and Navy volunteers took on the project to paint the classroom. Another activity called for the students to participate in a pen pal

On the button

The crackerjacks' history isn't just a sea story

Story by JO1(SW) Joe Bartlett

Concern has echoed throughout the male ranks of the fleet. It's not concern for their pay they voice, nor complaints of the demanding work load they endure. These guardians of the seas feel threatened by a rumored change in Navy policy — a change that would strike them "below the belt." It's a change of enormous consequence to these members of a Navy associated with hundreds of years of tradition, symbolism and legend. This is a fearful removal of the one thing that supports these seamen and petty officers in their daily mission as members of the world's finest Navy.

These men in blue vocalize distress over the button shortage. Not just any button, mind you — the Navy button. That small, black, anchor-imprinted jewel which, along with 12 of its cousins, comprise the only means used to anchor the lower half of the world's most widely-recognized uniform, the "crackerjacks." This shortage can only mean one thing, according to rumor control — there is a move afoot to install zippers.

Gad! Why all this brouhaha over a button? To a "landlubber" this may appear trivial, but these "salts" depend on this opaque fastener to display a uniform that today contains countless symbols of tradition and American naval history. If the zipper lobby in Washington is successful, it will strip thousands of seamen and petty officers of one of the most priceless articles of Navy lore. This must stop!

Think of what this could do to the American button industry, not to mention those associated with the button — button-holers, button artists, button tailors, etc. — and not to mention Aunt Ruth's button box that's already overflowing with these outdated closure devices. Yes, Navy buttons have held the fleet together for nearly two centuries, while promoting jobs and the economy. And after the button, what goes next? Just look back at what happened before the button to see what an instrumental affect it's had on U.S. maritime security.

In 1817, after 42 years of confusion over enlisted men's attire, the War Department finally dared to enforce a uniform regulation for its rag-clad naval force, demanding that enlisted men wear "blue jackets and trousers, red vest with yellow buttons and a black hat." The War Department neglected to mention shoes, and a largely barefoot and blister-filled enlisted force patrolled the world's oceans until the grandfather of crackerjacks was named the official uniform in 1864.





Opposite page: The Navy uniform first outlined in 1864 included "blue jackets and trousers, red vest with yellow buttons and a black hat." However, the War Department forgot about shoes. Above: By 1901, the "grandfather" of the crackerjacks much resembled today's version after piping was standardized on its 1866 predecessor (above right).



buttons on the broadfall, the only publishable one being that they represent the original 13 colonies of America defended so efficiently by the Continental Navy. This romantic notion is widely accepted by seagoers, and rebuttal may be swiftly greeted by either heated debate or a knuckle sandwich. The best yarn spinners strengthen their case by pointing out that uniform designers hid the 14th button (known as the stealth button) behind the broadfall so the button-colony connection would still be supported — not to mention their trousers.

Ah, but frustration still ran throughout the now-buttoned-up fleet, as buttons couldn't do the whole job, apparently. So, in memory of those valiant barefoot mariners who had hung themselves two paragraphs ago, a string tie was added in the back. This would effectively cinch the wearer's waist inside a woolen vise, while enhancing physical flexibility and coordination as sailors attempted tightening this shoe-like rearward device without tying their hands behind their backs. Now, really, how can you spin a yarn about a zipper?

Button lore is only one aspect of Navy uniform mystique. The mystery of the bell-bottom trousers is explained by Rankin as merely a design used by Navy tailors in the 1800s to set Navy attire apart from civilian styles prior to introduction of actual uniform regulations. These tailors unknowingly provided a great service with this design, which mariners claim was invented to keep the trousers' legs dry after they were rolled up above the knees during shipboard duties.

A great safety element emerged when it was discovered a water-soaked sailor who happened to find himself no longer aboard could easily remove the 20 to 30 pounds of saturated wool without removing his now-

This uniform is considered the world's most recognized as a symbol of America's strength, good will and dedication to freedom, according to Marine Corps Col. Robert H. Rankin in his book *Uniforms of the Sea Services*. This popularity has raised questions over the years as to the origins of the crackerjack's design. Many interpretations of each facet of this uniform have been rendered by salts over the years. The buttons are probably the most talked about and revered aspect of naval garb for the past five or six wars.

Buttons swiftly replaced the previous trouser's string tie, apparently after years of barefoot sailors hanging themselves — or their friends — in frustration after trying to keep their pants up. Then, in 1864, crackerjack trousers were designed with a "broadfall," or flap, held in place by seven of these easily replaced fasteners. After a slight length increase of the broadfall in 1894 — possibly linked to the average sailor's weight — six buttons were added for symmetrical design and to prevent an unwanted unveiling of the wearer.

Members of the Navy since 1894 have capitalized on numerous explanations for the coincidental number of

standard shoes, which he would desperately need to protect his feet if he avoided becoming shark bait and made landfall.

The three strands of pristine piping around the cuffs and collar of the uniform's top, or jumper, were added in 1866 as the first clear designation of an enlisted man's rank. Until then, piping was used to break up the color of the uniform, along with stars and other assorted accoutrements. When an 1841 regulation instituted an eagle atop an anchor to designate petty officers, the piping custom continued until the Navy decided to let it add to rank designations. Three strands represented petty officers and senior seamen, and two for second class seamen and firemen. A single strand was used to identify a seaman or fireman third class or coal-heaver (not a very popular rating). The three strands were retained by the Navy when the display of rank went to the upper left arm.

Today the most imaginative of sailors can describe this piping as representative of the three major victories of either John Paul Jones or Commodore Oliver Hazard Perry, depending on which sea dog you happen to ask.

Now, I'm sure you've heard that the black neckerchief is a symbol of mourning for Admiral Lord Nelson, Britain's greatest admiral who died at Trafalgar after defeating the French and Spanish fleets in 1805. Good story, but neckerchiefs were around long before Nelson as a bandanna to guard against the scorching sun at sea. The silk neckerchief, with Navy-issue square knot, crept into the uniform as early as 1817.

Even today, many sailors use a coin placed in the center of the square cloth to keep its shape rounded as they meticulously roll it prior to tying. The use of this coin has generated a mystical tale stemming from the ancient Roman practice of placing a coin beneath the masts during shipbuilding. This coin would buy Roman sailors passage from the mythological "ferryman" across the river Styx, between the world of the living and the dead, in case they perished at sea. Referencing this fable, a few salts remark that they're prepared to pay the price, patting the backs of their necks where their toll is snugly hidden.

The one aspect of the crackerjacks that has not been dashed as a yarn is the collar flap. The collar of the jumper was extended to a nine-inch flap in the late 1800s, replacing the previous wide collar to which a flap was fastened by, guess what? — buttons.

This signifies a tradition held over from the days of tall ships, before the Navy employed haircut regulations. Linehandlers would pull their hair back in ponytail fashion and then apply a tarry substance to prevent any strands from flying loose and becoming entangled or ripped out during the complicated and dangerous



Above: The crackerjacks remained unchanged through World War II, except for a variety of hat designs that evolved into the "dixie cup," and positioning of rank insignia from either right or left arms — depending on your rating — as shown here in a 1944 photo. **Opposite page:** After a seven-year struggle with the combination cap and double-breasted blues, the one distinctly nautical uniform (left) returned in 1979.

linehandling maneuvers that kept their ship at full sail. The flap would attach to the collar, thus keeping the mass of tar and hair away from the sailor's uniform. It also protected his girlfriend's furniture by careful placement of the flap over the back of the couch or chair between hair and upholstery. When the flap became a permanent fixture on the collar, the neckerchief came in handy to keep the uniform, and the furniture, tar-free.

Finally, the dixie cup. No, King George or Harry did not wake up one day and issue an edict, "let all Navy enlisted men don a cap that can double as a royal frisbee." Though the gliding properties of a properly-rolled dixie cup startle even NASA scientists, this is not how the white hat evolved. In fact, the whole process was not at all entertaining — it makes too much sense.

Remember the "black hat" from the 1817 regulation? Well, stovepipe hats were pretty popular early on but tended to fall off a lot, not to mention the cracking and crunching they took when sailors tried to stow them. A smaller version with a full bill followed, but material for its production was expensive, and the bills tended to droop in warm climates. A thick blue visorless hat with an optional white cover, complete with a hat ribbon sporting unit identification was tried and later dropped for a straw hat, which didn't glide at all.

With all this cover confusion, the easiest way to make a hat was to use the most-available resource — sailcloth, or canvas. Canvas flat hats replaced the black, blue and



straw headgear and eventually were mass-produced and reinforced into today's form. Naval lore-ists focus on the white hat's bailing properties, but that dixie cup theory doesn't hold water unless it's during a dire emergency.

These few examples provide a glimpse of the many aspects of the traditions of the Navy, adding to the romance of the sea and a sailor's pride in his uniform and service. BM1(SW/AW/SS) Sal T. Dog (hey, that's with two g's, bub), a former coal-heaver aboard a prototype submarine that never quite made it into the fleet, has spun his share of these tales during his Navy career.

Dogg is well aware of the symbolic impact the crackerjacks have had all over the world. He remembers how the uniform still had magnetism even during and after the Vietnam War, a period of low regard for the military.

"That uniform has always been a great drawing card," Dogg yelped between sips of muddy coffee spiked with diesel fuel. He became more aware of the impact as a recruiter from 1979 to 1981, when the crackerjacks returned following a six-year absence.

While in that position he noticed how the slogan, "It's not just a job, It's an adventure," created the romantic image that drew thousands to recruiting offices in his

area. He also felt that the mystique created by the uniform was, and still is, a powerful recruiting tool.

Dogg regards the crackerjacks as the best uniform the Navy has had because of its convenience. The Navy, under Chief of Naval Operations (CNO) ADM Elmo R. Zumwalt Jr., changed its enlisted uniform design to a suit-and-tie look in the early '70s. This change was Zumwalt's idea to unite a fleet riddled with retention problems under the slogan "One Navy, one uniform."

After having to bear the expense of the change, Dogg and his shipmates found it extremely difficult to stow the uniforms aboard ship, much less tote the heavier seabag. Many sailors tried in vain to add the revamped uniforms to their already-stuffed shipboard lockers. The most inconvenient was the ill-fated combination cap. Not only did it perform poorly as a frisbee, its height just exceeded the depth of shipboard bunk lockers, causing a curious compression effect throughout the seagoing fleet. The crackerjacks were perfect for stowing in the cramped storage space provided each seafarer.

After years of lamenting from the now-dented enlisted ranks, CNO ADM Thomas B. Hayward recommended the return of the crackerjacks in 1979. This was part of his commitment to increase the attractiveness of a Navy career and promote "pride in professionalism." Thus followed the return to the crackerjacks, and a resurrection of much-missed Navy lore.

Sure, there are other facets of the Navy's uniforms that echo from storytellers — the history of officer uniforms, and of course, the evolution of the women's uniforms since the 1917 introduction of the Yeomanettes — but these were more or less modeled to reflect status, in the officers' case, or parallel women's civilian dress. None of these compare to the yarns spun throughout naval history about the crackerjacks — the one distinctly nautical uniform — and the buttons that keep them all together.

With the button brouhaha explained, and the secret tales of the Navy's best-recognized symbol exposed, maybe you'll feel moved and join the cause to avert this rumored transition to zippers. Warning: This priceless knowledge of Navy lore may cause you uncomfortable confrontation. Just smile when the yarn is spun, and the tradition will happily carry on.

A consoling thought for those nautical navigators who are frustrated with the time consumed by their 13 anchors . . . try replacing a zipper at sea. □

Editor's note: All Hands has it on good authority that there is in fact no zipper lobby, nor any effort being made to replace the crackerjack's traditional 13-button broadfall.

Bartlett is assistant editor All Hands.

Board of attire?

Your request can change Navy dress

Story by JO1 Chris Price

Navy uniforms, and the people who wear them, have long been a source of mystery and lore. It was the uniform that attracted Debra Winger to Richard Gere in "An Officer and a Gentleman." Sailors headed straight for the neighborhood health spa after seeing "Top Gun" actor Tom Cruise in form-fitted khakis, while Frank Sinatra in "On the Town" showed us that a sailor, groomed to Navy standards, can literally stop traffic — as they continue to do in some small towns.

But, movies rarely portray an officer chasing his cover across a median strip or a sailor using a coat hanger to retrieve a "white hat" from an open manhole. If, in the 1986 film "Top Gun," Tom Cruise were tasked to perform his role in a downpour wearing dress blues, no doubt he would have, "lost that lovin' feeling." You see, it was less than four years ago that the Navy first authorized male sailors to tote umbrellas while in uniform.

As the Navy "giveth" accessories, it can also "taketh away" other items. These decisions aren't arbitrary, they are the result of a sometimes painstaking process. Surprisingly, many of the changes to Navy uniforms come about through sailors' suggestions.



Every day, letters from the fleet are received by the Navy Uniform Matters Office (Pers 333), located in the Navy Annex in Arlington, Va. The office, adjacent to the office of the Master Chief Petty Officer of the Navy (MCPON), is responsible for writing the U.S. Navy Uniform Regulations (NavPers 15665).

Navy Uniform Matters personnel wade through suggestions, searching for ideas which are creative, cost-

effective and in keeping with the Navy's best interests and traditions. Once the suggestions prove to be valid, they are forwarded by point paper to the Uniform Board panel for consideration.

"Some inputs don't merit doing research, such as, 'I want to get rid of all uniforms' or 'I want to redesign all uniforms because I don't like the style or the color,'" said LCDR Mike Capponi, head of the Navy Uniform



Opposite page: Uniforms have gone through many changes just in the past 15 years. Combination caps, double-breasted suits and "salt and peppers" did not survive the cut after overwhelming fleet desire to return to the traditional "crackerjacks." Far left: Navy officials weathered a major storm over the issue of beards. Left: The women's summer uniforms of the 1970s never made it to the 1980s.

Matters Office. "Those are not worthy of being put to the board. You have to give substantial input.

"The ideal way we'd like to see a complaint is in point paper format. It can be handwritten. The paper should include the problem, recommendations and a solution. And we'd like to have it come through the chain of command, with endorsements. To get a favorable look by the board — get many endorsements," Capponi said.

The Uniform Board includes four voting members who meet quarterly. The Deputy Chief of Naval Personnel serves as president, along with the Commander, Naval Supply Systems Command, who monitors costs and procurement of uniforms; Special Assistant, Women in the Navy (Pers-00W), who monitors changes affecting women; and the MCPON, the senior enlisted representative.

Special members are also invited, including flag and senior officers or senior enlisted personnel with substantial operational experience as directed by the CNO. Based on public outcry, the board can delve into issues from shades of pantyhose to tattoos on ear lobes — any issue relating to Navy uniform regulations.

The uniform board can address new or existing problems and make rec-

ommendations for improvements. Guided by the uniform goals and policies established by the Secretary of the Navy and the CNO, the board can recommend, approve or disapprove suggestions or delay action pending results of further research. The board will not convene if only a few fleet inputs are available that quarter.

After an idea is voted upon, the results go to the Chief of Naval Personnel for review, followed by the CNO for final approval.

Each suggester gets a written reply from Capponi's shop, whether or not the idea is passed to the board. In fact, the Navy Uniform Matters Office is the first and last reply on all suggestions. "We will make the first cut if we don't think [the idea] merits going to the board," he added. "First, the change must be cost-effective and well-received by the entire Navy."

Capponi uses the dungaree trousers or "bell-bottoms" as an example on how to submit valid input to the board. Because dungarees are mass-produced and not cut to size, some sailors don't get a perfect fit. To initiate a change in the uniform item, sailors should suggest "a better way to do it," Capponi said. "They can do a little research on their own. Perhaps they know of a company that makes pants."

Capponi said that most sailors know little about clothing textiles, and even less about the time it takes to implement a new item. A change may take up to eight years before it

appears in your uniform shop. The Navy Clothing and Textile Research Facility in Natick, Mass., believes that a dress uniform becomes "worn out" through normal wear in about three years. Even before the Navy authorizes a new item for sale, it must deplete its existing stock of the old item. This can take up to three years. "Nothing happens immediately," Capponi said.

Changes in clothing "style" are even harder to implement, he added, because, what's in style today, is usually out of style tomorrow.

"You must have [an idea] that will be here from 'day one,' to 20 years later and still be relatively in style," he said. "As for redesigning the entire uniform line, the money is not there. The bottom line is cash — can we do this without breaking our backs."

Capponi adds that it's "getting harder to find suppliers." Right now, only one manufacturer provides corfam shoes to the military. A major dungaree manufacturer was asked to provide dungarees to the Navy but declined. "They've got a huge market — they didn't need the military market," Capponi said. Besides, he adds, there are certain guidelines set on how contracts are allotted.

Even with budget constraints, the board *has* economically attempted to keep up with styles and trends — generously responding to fleet input. Sailors still argue that even John Wayne's seabag didn't change this frequently, or this drastically.

It was 12 years ago when the board responded to the demand for more traditional uniforms — particularly, the jumper style "crackerjacks."



U.S. Navy photo

Left: In 1979, sailors reenlisted in double-breasted jackets and beards. Opposite page: By 1993, dress white jumpers will be a mandatory addition to both men's and women's seabags.

The 1973 decision to replace the traditional jumper and bell-bottom uniform with a coat-and-tie style was made with the sailor's interest in mind — affording a uniform which would be contemporary with modern times, Capponi said. There was much controversy over the decision, so then-CNO ADM James L. Holloway III, initiated a survey to determine the fleet's true feelings.

A scientific poll was conducted by the Navy Personnel Research and Development Center which sampled the opinions of more than 8,000 enlisted men at various stateside and overseas locations. The results showed more than 80 percent favored the bell-bottom style uniform. In addition, the unofficial poll conducted by *Navy Times* received more than 80,000 opinions that closely paralleled the official Navy survey. Therefore, in July 1977 the CNO approved the return of the jumper uniform. Issue to the fleet began in 1980.

According to Capponi, a return of the "salt and pepper" is often requested by some, but there's no major push for it from the entire fleet. The women's powder-blue nurse-type outfit will probably never return. "By the time a change

occurs," Capponi said, "somebody will want to go back the other way, and there is not enough money to do that."

Less than 10 years ago, the Uniform Board OK'd the idea of Navy women wearing two braids in their hair while in uniform — something Army women had been doing for years. Capponi said that presently on hold is a request from a female sailor asking permission to wear "corn rows" without beads. "We'll see what happens when it goes to the board," he said.

Summer jumpers and peacoats for women were added to their seabags. "Outside of the material, women like the [jumper] style," Capponi said. "They don't like [Certified Navy Twill] because if it's unlined and stretches, it becomes transparent. CNT was brought in as 'the sailor's helper' because it was home washable [and permanent press]."

Recently the Uniform Board responded to requests from women to create small-size rating badges, rather than requiring the male "jumbo" sizes.

Another change occurred in June 1988, when all sailors were required to wear Unit Identification Marks on their right shoulder — an item origi-

nally designated for shipboard sailors only.

Also, the stenciled name on dungaree shirts shifted to the left side of the garment to standardize name placement on Navy uniforms. Last year, navy-blue pullover sweaters — once reserved exclusively for the surface warfare community — were authorized for all personnel.

"We have expanded our uniforms to the point where we have too many options," Capponi said. "[Different] regional areas don't use the same stuff. I'm looking to review what we give out, make cuts and look at a sensible way to make the seabag more flexible."

Capponi's office collaborates with Navy Resale Services Support Office on ideas but has nothing to do with price setting. Navy Supply Systems is tasked to coordinate with contractors, where uniform prices are determined by design, cloth and sheer numbers required. Women's uniforms cost more than men's because the Navy buys fewer of them.

As for new items in the works, Capponi adds, "I could tell you about a lot of things we've got going, but they could get overridden at the CNO level. There *will* be some more things coming out on grooming standards."

For example, the Navy may address new faddish hairstyles some sailors may choose to wear.

"On board ships, [high and tight] have been there forever," Capponi said. "For a woman, it's not a professional image. But women's hair is always a bad subject around here — how many barrettes? How many hair pins? What is, or is not, too long?"

"There's only one way to solve it," he said jokingly. "Everyone will have their hair cut above their shoulders — but that's not going to hap-

pen. We can control jewelry and tattoos, no problem. But when we start taking away things that they might have had while growing up, you're getting down-right personal."

Along with hairdos, Uniform Matters often wrestles with new ideas on men's and women's covers. And the battle continues.

As for beards, Capponi adds, "They'll never come back in any of the military [branches], unless it's some special assignment somewhere. And mustaches — we're lucky we have those. My mustache is very personal to me; I hate having it off. I've only had it off twice in the last 17 years."

In 1984, the CNO deemed beards a safety hazard and unprofessional in appearance. The Navy requested male sailors to "come clean" — except those with no-shaving chits from their doctors. Some commanders in the fleet, foreseeing the dim future of beards, required sailors to shave as early as three years prior to the mandatory regulation.

At the time, many sailors voiced complaints about, "that damn Uniform Board," that its decisions altered lifestyles, weakened mystique and diluted Navy tradition.

But what many sailors failed to realize, was that then-CNO ADM James D. Watkins — after receiving input from senior members in the fleet — implemented the "beardless Navy" through a directive, not a Uniform Board vote. In NavOp 152/84, dated December 1984, Watkins stated, "The image of a sharp-looking sailor in a crisp 'bell-bottom' uniform . . . portrays precisely the tough fighting Navy we are."

Watkins continued, "I have concluded it is both proper and timely to change our policy regarding beards and require all Navy men to be clean-shaven. . . . It will also provide increased personal safety for those who must, on short notice, be prepared to wear OBAs (oxygen breath-

ing apparatus), gas masks, oxygen masks and, in general, work in stressing environments."

The decision to eliminate beards was done in a unique manner — without convening the Uniform Board and without an open invitation for fleet input. But that route to change is the exception, not the rule.

Everyone is interested in Navy uniforms — the Navy, Hollywood and even the Air Force. The Air Force's new uniforms show many similarities to the Navy's.

"There's a [DoD] measure to drive all the services to look the same," Capponi said. "By buying all the same style, it's [supposed] to cut costs. It makes sense on paper, but tradition-wise, it won't happen. Certain things we need, they'll never need. You'll never standardize it. As

far as cost-savings go, it's best to stay with what you've got."

And what the Navy has is a product that instills so much pride — that everyone wants to copy it.

"We're a visual society" said Capponi, "... appearance will carry 90 percent of what the public thinks of you. If you look professional, they think you are professional. If you look unprofessional, they think you are, too." □

Note: Recommendations to be considered by the Navy Uniform Board should be forwarded through the chain of command, with appropriate comments and recommendations to: President, Navy Uniform Board, (Pers 333), Navy Department, Washington, D.C. 20370.

Price is a staff writer for All Hands.







The art of war

Tucked away in a small building at the Washington Navy Yard is a treasure trove of art from a bygone era. Thousands of paintings depicting the history of the Navy are carefully stored in the Navy Art Collection. In remembrance of World War II, All Hands, in collaboration with the Navy Art Center, presents a glimpse into those events as seen through the eyes of some of the great painters of that day.

Top: Griffith Bailey Coale's "USS San Francisco, Night Battle Action" illustrates a naval encounter during the battle for the Solomon Islands. Opposite page: LT Dwight Shepler captured a restful moment aboard an unnamed battleship in "Big Guns on the Equator." Above: Shepler also immortalized Marine Corps "Lookouts on Bloody Knoll" in this landscape that epitomized Guadalcanal.





Opposite page: In LT Dwight Shepler's "Closing the Breech," a primerman for a battleship's 16-inch-gun pulls the release lever before the gun captain closes the breech. This big gun helped hurl the explosive salvos that shattered the Japanese task force at Guadalcanal Nov. 14, 1942. Above: Even in the midst of war, U.S. servicemen take time to remember their war dead in "Mass for the Fallen" by Shepler. Left: Mitchell Jamieson chronicled small invasion craft taking a pounding a few weeks after D-Day in "Storm at Omaha Beach."





Robert Benny's "The Kill" provides a dramatic presentation of a sea-sky battle as a Grumman Avenger torpedo bomber leaves death in its wake as it zooms away from a surfaced enemy submarine.

Right: In "Beach Activity" Alexander Russo looks eastward from a German gun emplacement overlooking Omaha Beach. Below: Coale depicts "The Japanese Sneak Attack on Pearl Harbor" with graphic clarity showing the devastation of the attack. Opposite page: Shepler's "PBY's of Noumea" details the aircraft and landscape of Catalina Island.





BEGINNING OF THE END

The Battle of Midway darkens Japan's rising sun

In June 1942, a month after the decisive U.S. victory in the Coral Sea, Japan was dealt a fatal blow at Midway Island — a blow that would turn the course of World War II in favor of the Allies. In August 1942 All Hands, then known as the Bureau of Naval Personnel Information Bulletin, published the following account of the Battle of Midway — the beginning of the end of the fight in the Pacific.

Early in June, near the island of Midway about 1,100 miles to the west of Pearl Harbor, units of our Army, Navy and Marine Corps joined action with a strong Japanese invasion fleet which was approaching our Midway outpost.

At about 9:00 a.m., June 3, Navy patrol planes reported a strong force of enemy ships about 700 miles off Midway, proceeding eastward. Nine U.S. Army B-17 *Flying Fortresses* based on Midway immediately were ordered to intercept and attack the approaching enemy. The Japanese force was approaching in five columns and was composed of many cruisers, transports, cargo vessels and other escort ships. The Army bombers scored hits on one cruiser and one transport. Both ships were severely damaged and left burning.

About dawn on June 4, several groups of Army medium and heavy bombers and U.S. Marine Corps dive bombers and torpedo planes took to the air from Midway to attack the approaching enemy.

Four Army torpedo bombers attacked two enemy aircraft carriers through a heavy screen of

enemy fighter protection and a curtain of anti-aircraft fire. One torpedo hit on a carrier is believed to have been made. Two of the four bombers failed to return.

Six Marine Corps torpedo planes attacked the enemy force in the face of heavy odds. It is believed this group secured one hit on an enemy ship. Only one of these six planes returned to its base.

Sixteen Marine Corps dive bombers attacked and scored three hits on a carrier, which is believed to have been the *Soryu*. Only half of the attacking planes returned. Another group of 11 Marine Corps dive bombers made a later attack on enemy ships and reported two bomb hits on an enemy battleship, which was left smoking and listing.

A group of 16 U.S. Army *Flying Fortresses* carried out high-level bombing attacks, scoring three

hits on enemy carriers. One carrier was left smoking heavily.

Shortly after the Marine Corps planes had left Midway, the island itself was attacked by a large group of carrier-based enemy planes. They were engaged by a badly out-numbered Marine Corps fighter force, which met the enemy in the air as he arrived. These defending fighters, aided by anti-aircraft batteries, shot down at least 40 of the enemy planes. As the result, the material damage to shore installations, though serious, was not disabling. No plane was caught grounded at Midway.

It was learned later that aerial attacks had caused the enemy force to change its course. Their course change was not observed by our planes because the change came as they were returning to Midway to re-arm.

Meanwhile, U.S. naval forces afloat were being brought into



Photo courtesy of U.S. Naval Institute

The bombing of USS *Yorktown* (CVA 5) during the Battle of Midway June 4, 1942.



Artist Bel Geddes' conception of the bombing of Midway Island.

position. Our carrier-based aircraft were launched and were proceeding to the spot where the enemy's previous course and speed would have placed him had he chosen to continue the assault. Unaware of the enemy's change of course, one group of Navy fighters and dive bombers searched along the reported track to the southeast until shortage of gas forced them to abandon the search. Some were forced down at sea when they ran out of gas. Most were later rescued.

A different flight composed of fighters, dive bombers and torpedo planes concluded that the enemy was retreating. Fifteen torpedo planes from this group, located the enemy westward and proceeded to attack at once without protection or assistance of any kind. Although some hits were reported by radio, and although some

PREFACE TO BATTLE

Almost a full day before the Battle of Midway, alert Navy, Army and Marine Corps pilots, patrolling a far-flung "beat" over the Pacific, located advance units of the Japanese force and extended not-so-cordial greetings in preliminary skirmishes.

In three days of bombing and torpedoing, the Navy-Army-Marine Corps team blasted what had been a powerful enemy armada until the remaining portions fled — every ship for itself.

At 11:22 (Midway time) on the morning of June 3, a patrol pilot radioed the island base: "I fired on a strange cargo vessel."

Two minutes later, a second patrol pilot flashed a terse message: "Main body" . . . snapped all of Midway to attention and

brought the immediate response: "Amplify report of main body."

"Six ships in a column," came back the amplified report, and then came other messages unfolding the full panorama of the powerful Japanese fleet that was bearing straight toward Midway.

Finally, out of the Pacific dusk, came a report from a comrade that sent every Midway pilot to bed knowing that the morrow would bring a day of battle for all, a day of finality for some.

This message was from a lone pilot and typified the determination with which all the pilots, Navy, Army and Marine Corps alike, later pounced on their foe:

"I attacked alone with bombs. One transport afire." □



Photo courtesy of U.S. Naval Institute

enemy fighters were shot down, the total damage inflicted in this attack may never be known. None of these 15 planes returned. The sole survivor of the 30 officers and men of this squadron was Ensign G.H. Gay Jr., who scored one torpedo hit on an enemy carrier before he was shot down.

Other torpedo planes proceeded to press the attack after the enemy had been located. In spite of heavy losses during these attacks, the torpedo planes engaged the attention of the enemy fighters and anti-aircraft batteries to such a degree that our dive bombers were able to drop bomb after bomb on the enemy ships without serious interference. Navy dive bombers scored many hits and inflicted upon the enemy the following damage:

The *Kaga*, *Akagi* and *Soryu*, aircraft carriers, were severely damaged. Gasoline in planes caught on their flight decks ignited, starting fires which burned until each carrier had sunk. Two battleships were hit. One was left burning fiercely. One destroyer was hit and is believed to have sunk.

Shortly after this battle, a force of about 36 enemy planes from the

damaged carrier *Hiryu* attacked the U.S. aircraft carrier *Yorktown* and her escorts. Eleven of 18 Japanese bombers in the group were shot down before their bombs were dropped. Seven got through our fighter protection. Of these seven, one was disintegrated by a surface ship's anti-aircraft fire; a second dropped its bomb load into the sea and plunged in after it; while a third was torn to shreds by machine gun fire from U.S. fighter planes. Four enemy bombers escaped after scoring three hits.

Shortly afterward, 12 to 15 enemy torpedo planes escorted by fighters attacked *Yorktown*. Five succeeded in launching torpedoes,

but were destroyed as they attempted to escape. *Yorktown* was hit and put out of action. The damage caused a list which rendered her flight deck useless. Her aircraft, however, continued operating from other U.S. carriers.

While this attack on *Yorktown* was in progress, some of her own planes located the carrier *Hiryu* in company with battleships, cruisers and destroyers. Our carrier planes immediately attacked this newly-located force. *Hiryu* was hit repeatedly and left blazing from stem to stern. She sank the following morning. Two of the enemy battleships were pounded severely by bombs and a heavy cruiser was damaged severely.

During the same afternoon (June 4), a U.S. submarine scored three torpedo hits on the smoking carrier *Soryu* as the enemy was attempting to take her in tow. *Soryu* sank during the night.

Just before sunset (June 4) U.S. Army bombers delivered a heavy bomb attack on the crippled and burning ships. Three hits were scored on a damaged carrier (probably *Akagi*); one hit was scored on a large ship; one hit on a cruiser which was left burning; and one destroyer was believed sunk.

By sundown on June 4 the United States forces had gained



Above: Artist Bel Geddes' conception of USS *Enterprise* (CV 6) dive bombers attack on the aircraft carriers *Kaga* and *Soryu*. Right: Memorial services were held for those killed during the June 4-6 raids of the Battle of Midway.

mastery of the air in the region of Midway.

At dawn (June 5) our forces were marshalling their strength for further assaults against the enemy fleets which by now had separated into several groups, all in full retreat.

In the afternoon of June 5, Army *Flying Fortresses* attacked enemy cruisers again and scored three direct hits upon one heavy cruiser. On the return trip, one of these planes was lost; a second was forced down at sea 15 miles from Midway. All except one of the crew of the second plane were rescued. Early June 6 an air search discovered two groups of enemy ships, each containing cruisers and destroyers.

Between 9:30 and 10:00 a.m., U.S. carrier planes attacked one group which contained the heavy cruisers *Mikuma* and *Mogami* and three destroyers. At least two bomb hits were scored on each Japanese cruiser. One of the destroyers was sunk.

The attacks were carried on until 5:30 p.m. *Mikuma* was sunk shortly after noon. *Mogami* was gutted and subsequently sunk. Another enemy cruiser and a destroyer also were hit during these series of attacks.

It was during this afternoon

FIGHTING WORDS

The following excerpts from the log of radio conversations among members of a Navy dive bomber squadron engaged in the Battle of Midway provide some vivid details of a "bad five minutes" they delivered against a Japanese battleship and her unfortunate escorts:

"The BB is supposed to be about 40 miles ahead."

"There's the BB over there."

"Let's go! The BB is in the rear of the formation."

"This is Wally. Watch it on this attack."

"Where is the remainder of our attack group?"

"We're right behind you. Get going."

"Wally to Smith. What the hell

are you doing over there?"

"Pushing over to the rear ship now."

"Enter dive. Our objective is the rear ship. Step on it! Are we going to attack or not?"

"Look at that ---- burn!"

"Hit the ---- again!"

"That scared the hell out of me. I thought we weren't going to pull out."

"Let's hit them again. Let's hit them all."

"You're going to hit him right on the fantail."

"Let's get a couple of those destroyers."

"These Japs are as easy as shooting ducks in a rain barrel."

"Gee, I wish I had one more bomb!" □

(June 6) that the U.S. destroyer *Hammann* was torpedoed and sunk by an enemy submarine. Most of her crew were rescued.

Repeated attempts were made to contact the remainder of the Japanese invasion fleet but without success. The battle was over.

The following is a recapitulation of the damage inflicted upon the enemy during the battle of Midway:

Four Japanese aircraft carriers,

the *Kaga*, *Akagi*, *Soryu* and *Hiryu* were sunk. Three battleships were damaged by bomb and torpedo hits, one severely. Two heavy cruisers, *Mogami* and *Mikuma* were sunk. Three others were damaged, one or two severely. One light cruiser was damaged. Three destroyers were sunk and several others were damaged by bombs. At least three transports or auxiliary ships were damaged, and one or more sunk.

An estimated 275 Japanese aircraft were destroyed or lost at sea through a lack of flight decks on which to land. Approximately 4,800 Japanese were killed.

Our total personnel losses were 92 officers and 215 enlisted men.

The battle of Midway was a complex and widespread action involving a number of engagements lasting more than three days and nights. Even our active participants in the numerous attacks and counter-attacks are unable to confidently give an accurate account of the damage inflicted by any one group in the many individual and unified attacks of our Army, Navy and Marine Corps personnel. □



Photo courtesy of U.S. Naval Institute

Front line defense

Midway Island: ready then, ready now

Story and photos by JO2 Christopher Carmichael

As the 50th anniversary of the attack on Pearl Harbor was being commemorated last December, another Pacific island sat quietly through the ceremony even though it, too, was attacked the same day in 1941.

Midway Island, an atoll 1,150 miles northwest of Pearl Harbor, was bombed Dec. 7 by the Japanese fleet as it sailed home to Japan after decimating the U.S. Navy base at Pearl Harbor. While this little-known fact was overlooked last December, the Battle of Midway in June 1942 is written in history as one of the most important events in World War II. It was during this battle that the Allies gained the momentum toward ultimate victory in the Pacific.

Discovered by American sailors in 1859, Midway Island was so named because it lies halfway between the United States and Asia. In 1904, the United States sent a 20-man Marine Corps detachment to administer the atoll, but the military wasn't the only organization interested in Midway Island. The Trans-Pacific Cable Company built a booster station for the communication cable that linked the United States with Asia, and Pan American Airways started using the atoll as a stopover on its China Clipper flights following their eight-hour trips from Honolulu.

One of these clipper flights carried the Japanese ambassador to the United States in November 1941. The plane was forced to land at Midway after it developed engine trouble. The ambassador was on his way to Washington, D.C., for discussions related to the ever-increasing tensions between the two countries.

To show the ambassador that Midway was adequately fortified should the two countries go to war, the Marine Corps commander of the 6th Marine Defense Battalion, Lt. Col. Harold Shannon, had every Marine on the island march past the ambassador's hotel. Shannon told the ambassador that he was observing only part of the forces on the island, but in fact he had his Marines march past in single file in an endless circle.

Midway's population continued to grow as the island gained importance, from the small contingent of Marines in the 1940s to more than 5,000 sailors, Marines and their families in the late 1960s and early 1970s.

Midway is located 120 miles east of the International Date Line and is in the last time zone of the day. The cross on the eastern shore is the site of the Easter sunrise service every year.

During the Vietnam conflict, Midway served as a crucial staging area for troops on their way to Southeast Asia. In 1969, then-President Richard Nixon met secretly with South Vietnamese President Thieu on Midway. The two leaders discussed the continued buildup of American troops in Vietnam.

But with the end of U.S. military involvement in Vietnam, evolution of advanced technology and the diminishing need for the island's logistic support, personnel began departing Midway.

Today all that remains as a reminder of World War II and the buildup over the '60s and '70s are concrete bunkers, a seaplane hangar and enough billeting to accommodate more than 5,000 people. That is plenty of





room for the cadre of civilians who are there as part of the Base Support Operating (BSO) contract and the nine-member U.S. Navy crew stationed at Naval Air Facility (NAF) Midway.

The civilian company working under the BSO contract maintains the buildings, facilities and the Midway airport. It is the airport that keeps Midway Island a "beacon in the Pacific." It is used as an emergency stopover for aircraft and is routinely used for medical evacuations from transiting ships and fishing vessels that ply their trade in the mid-Pacific waters. Most recently, the airport was used during Operations *Desert Shield* and *Storm*.

"We make sure everything is ready at a moment's notice in case Midway is pressed back into service," said LCDR Greg Edman, Officer in Charge of NAF Midway. "During *Desert Shield* and *Desert Storm*, Seabee Detachment 23 was on-island for about six months ready for deployment," he added.

The one-year unaccompanied tour may sound unappealing to some, but one service member feels a tour like this is a slice of heaven.

Senior Chief Radioman Mary Wolf recently started her third consecutive tour on Midway, and she has been off the island only twice during the last two years. Wolf finds plenty to do during her time on the island. "I attend computer class, use the gym, read, and during the summertime I play golf."

The island's Morale, Welfare and Recreation program offers a free theater with first-run movies, a golf course and tennis courts — and a half-mile of sandy beach.

The Midway Memorial honors fallen shipmates of World War II. The battle took place more than 100 miles northwest of the islands.

Snorkeling and swimming are popular during the warm summer months.

"One thing I've found here is you have to entertain yourself," said Senior Chief Engineering Aide Albert Chaussee, another individual who has served on Midway before. "If you're not geared to a slower lifestyle, you'll go crazy!"

Chaussee was previously stationed on Midway in the mid-80s and he is glad to be back. For him, Midway is all aspects of Navy life. "I work with aircraft, port facilities, ships, supply, logistics, navigation — all parts of the Navy can be found here," he said.

In addition to his regular duties, Chaussee is one of seven chiefs and two officers who make up the quality assurance evaluator team. "As quality evaluators, we have monthly reports to turn in. We ensure that Midway is kept up to high standards in case it is needed," he added.

"Until there is a need for a front line of defense, Midway stands proud and ready," said Edman.

Nowhere on the island is this feeling more evident than at the small memorial that was built near the island's shopping arcade. The memorial stands for those men who gave their lives 50 years ago during the Battle of Midway — the battle that turned the tide for an eventually victorious U.S. Pacific Fleet. □

Carmichael is assigned to Pacific Fleet public affairs office, Pearl Harbor, Hawaii.

The end of the magic



Midway retires after 47 years of “magic” at sea

Story and photos by JO2 Jon Annis

There was a special kind of magic about USS *Midway* (CV 41), not just the kind that came from being the last aircraft carrier in service with ties to World War II, but the kind that kept her toeing the line from then, until she was decommissioned in April.

Despite the knowledge that she would be deactivated soon, *Midway* followed USS *Independence* (CV 62) to operate extensively in the Persian Gulf following the Iraqi invasion of Kuwait. During the war she had the first carrier-based aircraft in the first strike over the beach and only narrowly relinquished to USS *Ranger* (CV 61) the record for most ordnance dropped on Iraqi targets.

Officers and crew attribute the carrier's extraordinary ability to fight and survive to “*Midway* magic.”

Weaving magic into her name has been the legacy of generations of *Midway* sailors. Roughly 200,000 have worked and lived aboard during her 47-year history, lending her steel frame a strong sense of life and character. The legacy continued to the end for approximately 750 of the 2,500-man compliment who prepared the ship for the Ready Reserve fleet.

“She's old and she's tired,” said Chief Boiler Technician (SW) Walter Dean in his unusually cool office near

Midway's 12 boilers. The huge machinery lies cold-iron for the first time in years. “But she steams very well. She took us to the Gulf and brought us home.”

Midway's capability was reaffirmed within weeks of her return to the United States when a board of inspection and survey team members found her fully operational and fit for continued service. During tests on her final day at sea, she trapped her 342,872nd aircraft, launched the F/A-18 *Hornet* and sped home at 32 knots. The last embarked flag officer, RADM Joseph W. Prueher, noted that she “sprinted across the finish line.”

“She had the versatility to meet all commitments head on,” Dean said, recalling the high-speed run to the Philippines to accommodate Operation *Fiery Vigil* evacuees and their pets with less than 24-hours notice. Despite the odds against an older ship, he said, “We could compete and beat the best.”

Dean is looking at his options as many steam-powered ships retire and looks forward to seeing old shipmates while assigned to Navy Recruiting District Seattle. *Midway* will be towed to nearby Puget Sound Naval Shipyard in Bremerton, Wash., after decommissioning.

Midway's life of achievement more than met the

expectations of her original builders. The scrappy carrier spent all but six of her 47 years in the fleet, with no time spent in "mothballs" between recommissionings.

Midway was named after the 1942 carrier battle that historians agree was a turning point in the battle for the Pacific. During construction, she heralded a pivotal change of attitude toward naval air power as well.

She was commissioned Sept. 10, 1945, eight days after Japan signed the surrender to end the war in the Pacific. In contrast to modern *Nimitz*-class carriers, *Midway* displaced half the tonnage and had a rectangular flight deck on a battleship-like hull. At the time, she was the largest U.S. warship ever built — the first unable to transit the Panama Canal, and the first carrier built with an armored, rather than wooden, flight deck.

She served until October 1955, was decommissioned

Opposite page: *Midway* steams into port for the last time at North Island, San Diego, in September 1991. Below: A crowd at North Island welcomes *Midway* and her crew back to the United States.



to undergo conversion for an enclosed bow, catapults and an angled, reinforced flight deck and was recommissioned in September 1957. While off the coast of Vietnam, *Midway*-based aircraft took credit for the first confirmed kill of a Soviet-built MiG fighter.

She was decommissioned again in November 1965, and underwent a lengthy overhaul to increase the angle and area of the flight deck, integrate modern electronic and aviation systems and increase the capacity of the elevators, catapults and arresting gear.

In many respects, the extensive modifications brought her up to the level of her peers and surpassed the sisters of her class, USS *Franklin D. Roosevelt* (CVB 42) and USS *Coral Sea* (CV 43). The changes weren't enough to accommodate the F-14 *Tomcat*, however, and *Midway* continued to fly her unique air wing with its F-4 *Phantoms* and A-7 *Corsairs*, until the F/A-18 *Hornet* took over in 1986. The changes above the original hull also made her ride lower. Blisters later added to the hull's increased roll.

Midway was recommissioned in January 1970, in time for three more deployments off Vietnam, the last MiG fighter kill and the boarding of more than 3,000 evacuees after the fall of Saigon during Operation *Frequent Wind/Eagle Pull*. She was also the carrier made famous by recovering more than 100 American-built aircraft, including a Cessna 0-1 *Bird Dog* observation plane carrying a South Vietnamese family.

In 1973, she moved to Yokosuka as the only carrier permanently forward-deployed overseas. Since then, *Midway*'s 17 sea service awards are a testament of her diligence in keeping the peace as the "tip of the sword" in the Pacific Rim.

She never softened up and was more than willing to prove her abilities one more time in the Persian Gulf. More than 3,300 attack missions sortied off *Midway*'s decks to drop with pin-point accuracy more than 4 million pounds of ordnance — adding a fourth Navy Unit Commendation and the fifth Battle "E" since the move to Japan.

Midway formally exchanged duties with *Independence* in Hawaii and reached Naval Air Station North Island, San Diego, Sept. 14, 1991. Her stand down coincided with another historic turning point — the demise of the Cold War.

"She's a good old ship — as good as they made them," said Weapons Technician 3rd Class Armand Rivas, surrounded by his family after *Midway* arrived to a large crowd in San Diego. "We had a good crew and were launching with the best of them. Still, it's awesome to be back home with my loved ones."

As one of 10 Japan-based ships in the Overseas Family Residency Program, a typical tour aboard *Midway* was

Right: The original narrow flight deck of *Midway* can be seen during underway replenishment operation in 1955. Below: A South Vietnamese Air Force pilot lands on *Midway* in a Cessna O-1 observation plane with his family after the fall of Saigon.

from two to three years. But the carrier was also “haze gray and under way” more than any other. For some “salts,” this meant she was the *ultimate* duty station.

When *Independence* and *Midway* exchanged duties, many of her crew and air wing of 20 years (Carrier Air Wing 5), also swapped over to continue duty in Japan. In the months that followed, Aviation Ordnanceman 3rd Class Bill Vincent was one of the few remaining crew members with more than two years aboard.

“It was a good first command,” Vincent said, standing in the cavernous hangar bay beside pieces of the disassembled catapults. “For AOs, it was a good training command. We did a lot of night and day work — daily bomb build-ups and heavy on-loads and off-loads.

Vincent asked a nearby shipmate, “We made history on this ship, didn’t we?” But there was little time for the remaining crew to reminisce. For their last magic feat, they had to prepare for a painstakingly thorough inspection of each of *Midway*’s 2,000-plus spaces by a seasoned team from inactive ships.

The inspection included making sure there was no bare metal or rust; lagging was complete; the space was clean and electrically deactivated with the exception of lighting; and doors were sufficiently ajar for dehumidification and ventilation. Remaining crew members



U.S. Navy photo

formed five practical departments to run a preliminary inspection of 51 line items on each space.

Remaining equipment unusable by other ships was lashed down with heavy seizing wire. Divers covered all hull openings, and a special windlass was installed on the flight deck for her three-week tow to Bremerton,

where a small number of crew members will meet her to complete deactivation.

In five decades *Midway* has grown from 45,000 to 74,000 tons, seen four generations of naval aircraft from *Helldivers* to *Hornets* and sailed an almost immeasurable number of miles atop every ocean in the world.

But world events, advancing technologies and changing national security priorities issue a new age for a Navy that must endure cutbacks. The decommissioning of the little carrier with a big name closes another chapter in the history of naval air and sea power. This time, not even “*Midway* magic” can change that. □

Annis is assigned to NIRA Det. 5, San Diego.



U.S. Navy photo

On the rocks

Seapower team joins Italy against Mother Nature

Story and photos by JO2 Laurie Beers

As lava from Mount Etna threatened the small Sicilian town of Zafferana Etnea, sailors and Seabees from Naval Air Station (NAS) Sigonella joined sea-borne Marines and Italian counterparts in an ongoing battle with Mother Nature to halt the flow of molten rock. Europe's largest active volcano has been spewing lava down its southeastern slopes since late last year but posed no threat until mid-April.

In response to the plea from the governor of the province of Catania, NAS Commanding Officer CAPT Mike Bruner said, "The significance of this is that the Italians have requested our assistance. We've never been asked for this type of support. We have the capability, and we're able to provide assistance."

NAS Sigonella requested assistance from 6th Fleet commander VADM William A. Owens, who diverted four ships to the area. The 24th Marine Expeditionary Unit (MEU) and Marine Medium Helicopter Squadron (HMM) 266 set up a ground camp near the site to support their helicopter operations. Efforts to save the Sicilian town also included construction by Seabees from the NAS Public Works Department (PWD). The "We Build, We Fight" component of the U.S. Navy worked through the night on the mountainside fabricating two steel 5-meter by 7-meter platforms, or sleds, that would hold concrete barricades — Zafferana's last hope to divert the lava's flow.

CE3 Michael Alesandrini of NAS Sigonella's public works department and his fellow Seabees worked through the night to construct platforms for the airlifted concrete barriers.

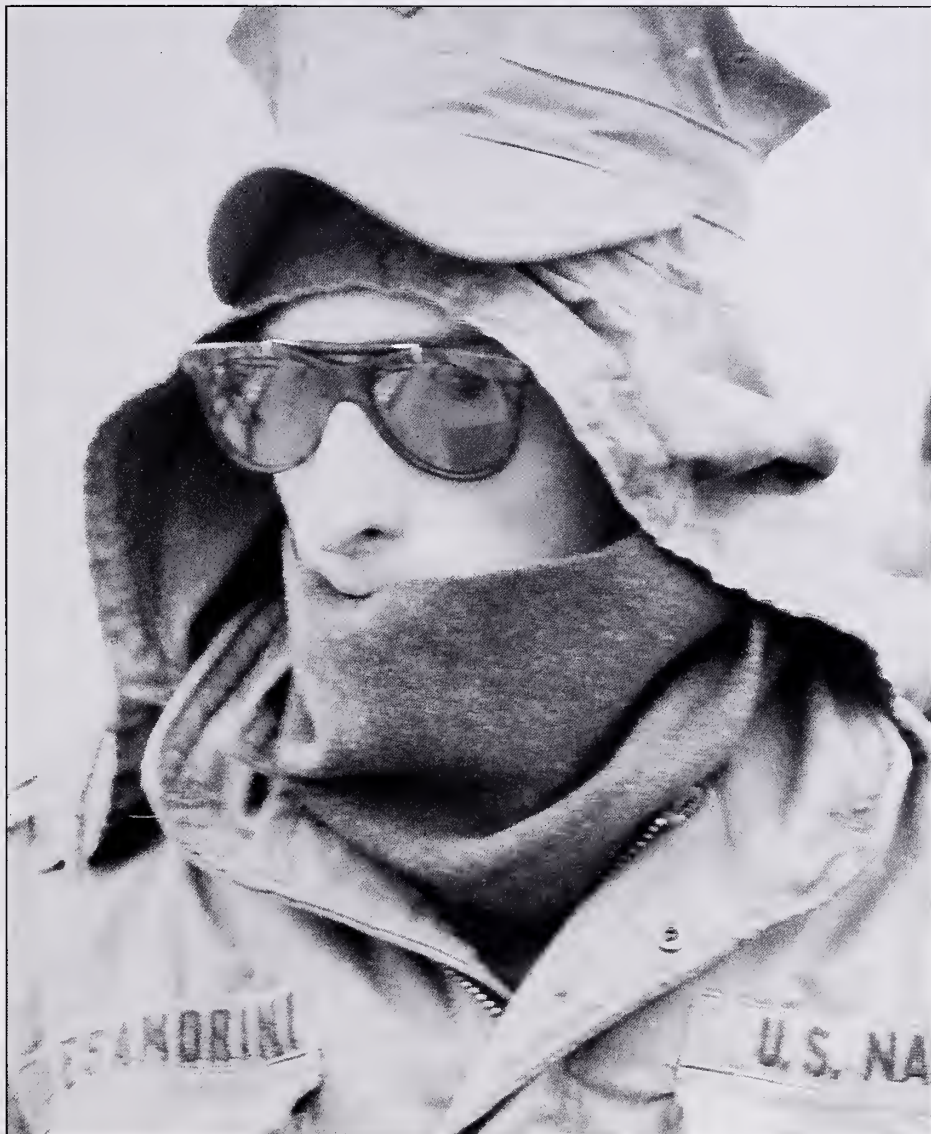
Heavy-lift CH-53 helicopters from USS *Inchon* (LPH 12) assisted in positioning the concrete into the path of the lava flow. This operation included dropping four 8,000-pound barriers, called "Beirut busters," into the flow but proved to be ineffective as lava poured down the mountainside at 20-25 knots.

Italian authorities renewed efforts and formulated new plans, which

included combining a number of larger barricades and placing them in a reservoir that was created by Italian explosive ordnance teams.

Another convoy of blocks was sent up the mountainside later to control the river of fire, including concrete trash dumpster bases, each weighing 15,000 lbs.

Italian authorities requested the helicopters position the barriers





above the lava vent, where they could be moved into the lava flow and restrict one or more of the subchannels. A 9,000-foot cloud layer hampered early attempts to dump the 100,000 pounds of concrete and steel into the lava vent.

Two 15,000-pound concrete slabs were successfully dropped into the vent April 16, in an effort to test the larger blocks' effect on the tunnel.

The lava flow slowed dramatically, reducing the immediate danger to Zafferana Etnea, although the movement down the mountain from the vent continued unabated. At the time of this report efforts were still underway to halt the molten flow.

NAS operations department coordinated all U.S. air traffic into the area while the aircraft intermediate maintenance department (AIMD) assisted with aircraft maintenance. Ground support personnel on base helped throughout the operation, including transportation by PWD and a detail from Naval Mobile Construction Battalion (NMCB) 40 deployed from Port Hueneme, Calif. The NAS galley supplied food for

U.S. servicemen on the mountain-side. The air station's Helicopter Combat Support Squadron (HC) 4 *Super Stallions* also joined the effort to save Zafferana Etnea.

One of the squadron's CH-53E helicopters was reassembled after being dismantled for a bi-annual material condition inspection. It took squadron crews three days, working around-the-clock, to reassemble the complex helicopter. This aircraft was added to the effort as one of HMM 266's aircraft was removed for critical maintenance.

Sixth Fleet ships previously diverted to the area resumed operations in the Mediterranean, although a detachment of 24th MEU helicopters and their aviation combat element stood by to assist. A team from 24th MEU Service Support Group set up a ground camp near the site preparing the blocks for transport and assisted helicopter operations.

Seabees worked throughout the night in freezing temperatures constructing the steel sleds. According to the crew leader, Steelworker 1st Class Lloyd Edwards, the Seabees

Lava flowing from Mount Etna slowly devours an orchard outside the town of Zafferana Etnea.

have a "can do" attitude, as his crew had to be ordered to go to sleep.

"Their spirits were up," he said. "We offered to bring in a fresh crew so they could go back to Sigonella and get some rest, but no one wanted to go back before they completed their tasking."

Flight crews from HMM 266, 24th MEU and HC 4 were ready to face any challenge thrown their way.

"They said [the initial operations] couldn't be done," said a 24th MEU crew member. "But we came in and proved them wrong."

According to Marine Corps Major Jim Ross, the MEU detachment's officer in charge, this type of relief effort is somewhat new for the 24th MEU. "We spend a lot of time training for military operations," he said, "so it's great when you get to help people. We feel like we're doing something worthwhile." □

Beers is assigned to the public affairs office, NAS Sigonella, Sicily.

Spotlight on excellence

Can-do attitude propels ESWS seaman

Story by LT David L. Gantt Jr.

A change in Navy policy gave a seaman aboard USS *Lockwood* (FF 1064) a chance to realize a goal much earlier than he thought possible. Seaman (SW) Rodney E. Miller, on active duty 18 months and trying to make a mark in his new Navy career, insisted on qualifying as an enlisted surface warfare specialist (ESWS). But for someone in Miller's paygrade, it just wasn't allowed. Then OpNav Instruction 1414.1A dated June 11, 1990, authorized E-1s through E-3s like Miller to qualify for pins and wear them proudly on their uniforms.

"Everyone told me that seamen can't qualify for ESWS," Miller said. "They also said that even if a seaman *does* qualify, he couldn't wear the pin until making third class. I asked the command master chief, and he gave the ESWS coordinator the green light to let me into the training program, but it was tough to get signatures at first.

"When I hear the words 'can not,' I'm motivated to 'can do.' I began studying three to four hours a night on top of standing my regular watches." Even after Miller was assigned to mess duty, he continued to attend lectures and study. Eventually, he convinced "just about everyone" that he was serious about qualifying. He spent three months learning all there was to know about *Lockwood* and her mission.

Miller's can do attitude began early in life. Originally from Brenham, Texas, he attended Brenham High School where, for four years, he participated in football and was a

volunteer member of a medical program called Health Occupation Students of America (HOSA). He spent 15 hours a week assisting nurses in the emergency room and in the maternity ward. He also took first place in the cardiopulmonary resuscitation (CPR) state championship contest sponsored by the program.

After completing high school, Miller started looking for a way to make his dream of a profession in medicine come true. Unfortunately, he was unable to obtain a scholarship to the college of his choice but felt that the Navy was the next best choice to obtain training and job skills. While in basic training, Miller was informed that his first choice, dental technician (DT) "A" school, was unavailable. Instead, he was offered radioman and mess management specialist schools but declined.

Within a week after reporting to *Lockwood* as a first division deck seaman in November 1990, Miller was still inquiring about dental technician school.

"It [was] going to be tough," said Chief Boatswain's Mate (SW) Erwin Golla, Miller's leading chief. "First [he had] to be recommended by a striker board and then complete the courses and requirements for DT3." "The key was the striker board," Miller said. "If I did not make it by them, my chances of asking for 'A' school were shot. So I looked around for jobs and responsibilities that would help me pass the board. My first goal was to qualify as master helmsman. It's a good feeling knowing that CAPT [Harry B.] Elam is counting on you and trusts you to



Photo by LTJG Carlos Roscoe

drive his ship in tight evolutions."

Miller's next goal was to become ESWS qualified during a Central American deployment — which he did. "I really appreciate everyone helping me pass the oral board," he said. "In the end, the lack of sleep was well worth CAPT Elam pinning on my ESWS pin." Now, with the striker board behind him, Miller is concentrating on completing his requirements for DT.

Toward the end of the ship's deployment, Commander, Naval Surface Group, Long Beach, Calif., sent a message seeking nominations for junior flag drivers. Miller, who'd earned the complete confidence of the flag lieutenant and senior driver on *Lockwood*, was nominated. He was selected to drive VADM Robert K.U. Kihune, Deputy Chief of Naval Operations for Surface Warfare, during the admiral's visit to Long Beach.

Miller is now attending DT "A" school, and afterward, would like to apply for BOOST (Broadened Opportunity for Officer Selection and Training).

"After I'm commissioned," he said, "I hope to give back to the Navy all that it has given me." □

Gantt is PAO, USS *Lockwood* (FF 1064).



A family tradition

*The Navy profits from
a bloodline of military service*

Story by CTTC Karen O'Connor

Recipe:

Take one 24-year veteran Air Force Senior Master Sergeant — Virgil.

Mix one wife — Doris.

Add five sons — Tony, Tim, Ted, Terry and Toby.

Gradually stir in two of their wives — Barbara and Sue.

Shake well.

Note: This recipe makes one retired Air Force senior master sergeant and three wives, for a total of six sailors.

Huh?

All of the sons in the Carwile family of Panama City, Fla., chose to enter the Navy,

even though their father retired from the Air Force after serving faithfully for 24 years. Each son has done well in his field, with four remaining on active duty today — one ensign, one master chief, a chief and a petty officer first class.

"Dad always said that at 18, we had a choice: join the military or go to college," said Virgil Carwile's second son, Master Chief Machinist Mate (SW) Tim Carwile, who enlisted in 1972. "And he always taught us [to have] pride in our country, pride in service."

Now at the 19-year mark in his career, Tim is assigned to USS *Cape Cod* (AD 43), in San Diego. "I started the Carwile tradition, but it surprised me that everyone followed."

"It was [my sons'] decision to make," Virgil said. "I make my decisions, and they make theirs. I kid them sometimes that I've disowned them . . . but I haven't."

Tony, the oldest, joined the Navy in 1974, Ted in 1978, Terry in 1981 and Toby in 1984. Tony followed Tim into the Navy after graduating from Vanderbilt University in Nashville, Tenn. "Tony talked to me," said Tim, "and I told him that the Navy was a good thing, but I didn't want him in my field."

Instead, Tony enlisted as a radio-man and spent a year in Asmara, Ethiopia, finishing out his contract in Souda Bay, Crete. He was advanced to first class in the Naval Reserve and used his GI Bill to

complete two additional degrees in physics and system science. Although he was the only son who didn't choose to stay on active duty, he speaks highly of the service. "I think the Navy does broaden one's scope," he said. "Working together with a variety of people from different backgrounds is advantageous."

In 1978, Ted was the third Carwile son to sign on. Believing that his brother Tony was a cryptologic technician rather than an RM, he requested the CT rate. "I thought Tony was a CT, playing his guitar all day long in Ethiopia, and that sounded okay to me," Ted recalled.

It wasn't until much later that Ted discovered Tony was actually an RM, and by then, he was "hooked" on being a CT. "I really like what I'm doing," admits Ted.

Now a chief, Ted has served in the U.S., Japan and Italy. His wife, Barbara, joined the Navy in 1986 as a CT as well. The couple and their two daughters are at Naval Communications Station, Rota, Spain.

Terry, the fourth to join the Navy, originally wanted to be an Army helicopter pilot — but Ted talked him out of it. Terry entered active duty in 1981 for CT training. "I knew that I wanted cryptology because if it was interesting enough

board the World War II submarine USS *Torsk* (SS 423) in Baltimore's Inner Harbor, ENS Carwile passed four silver dollars to MMCM(SW) Tim Carwile, CTRC Ted Carwile, CTT2 Barbara Carwile and Electronic Warfare Technician 1st Class (SW) Toby Carwile.

One brother did confide, however, that Terry said he wouldn't have to call him "sir." He quipped that a simple "Mister Carwile" would suffice. ENS Carwile has now transferred to Naval Security Group Activity (NSGA), Kunia, Hawaii.

According to youngest son Toby, "My mind was made up. So no one was surprised when I signed up in 1984."

"Toby said that he wouldn't let his brothers do anything he wouldn't do," added his mother, Doris.

"Ted said that I'd be stupid if I did anything but be a CT," said Toby. "But I wanted to be different." Toby's first assignment was aboard USS *Truxtun* (CGN 35), where he and Tim overlapped duty for six months. Toby then went to USS *Nimitz* (CVN 68) where he earned his surface warfare pin. He is currently stationed at Naval Air Station Key West, Fla.

Through the years the family has created some of its own traditions.

"I was going in for four years to practice my guitar. I haven't had a chance to play since boot camp."

to keep Ted's attention, it had to be good," Terry said. Terry was promoted to chief in 1990 and soon after was selected for the Limited Duty Officer program. His commissioning ceremony brought the Carwile families to Fort George G. Meade, Md.

"Every one of them said they'd never salute me," Terry said. But on

Tim was the first to advance to chief petty officer (CPO), and the same anchors used for his pinning-on ceremony were passed to Ted in 1988 and Terry in 1990. Toby took the 1992 CPO exam in January, and rumor has it that he already possesses the family anchors. "And he'll pay dearly for those," warned Ted.



Opposite page: ENS Terry Carwile receives his shoulder boards from his parents, Virgil and Doris, during his commission ceremony, also attended by his three brothers. Above: Then-CTTC(SW) Terry Carwile chats with brother EW1(SW) Toby Carwile.

When Tim learned of Ted's selection in 1988 to CPO, he wrote a letter to Ted's command master chief requesting he "personally take care of his little brother during initiation." In 1990, Terry was at sea when his results were released, but it didn't stop both Tim and Ted from carrying out the letter-writing tradition to the command master chief at NSGA Fort Meade on Terry's behalf.

Their parents are obviously proud of their Navy family and each son's accomplishments. "Dad calls us a bunch of renegades," said Ted, "but he's proud of us." And with the Carwile Navy track record, it's not hard to understand why. □

O'Connor is assigned to the public affairs office, Naval Security Group Activity, Fort George G. Meade, Md.

Staying in America

Doors open for Filipinos seeking citizenship

Story by JO1 Alan Uyenco

More than 3,000 Filipino sailors and their 2,000 family members now have a route to U.S. citizenship through the 1991 Armed Forces Immigration Adjustment Act.

"It's been a long time coming," said Hospital Corpsman 2nd Class Luis E. Gregorio, laboratory technician at the National Naval Medical Center (NNMC), Bethesda, Md.'s microbiology laboratory. "A lot of Filipino sailors have been looking forward to the passage of this law."

The original 1947 treaty between the U.S. and the Republic of the Philippines allowed Filipinos to enlist in the Navy without being U.S. citizens. The new law grants special immigrant status to those who enlisted after Oct. 15, 1978.

In addition, permanent residency status applications for family members may accompany the active-duty member's citizenship application. NavAdmin 005/92, dated Jan. 17, 1992, outlines the requirements for special immigrant status. Members must have 12 years honorable active service or six years active service completed with an enlistment or extension obligation to 12 years.

Other requirements include:

- Certification of service, family member information, Navy Department recommendation and a special form (available soon) to facilitate certification. A command certification letter will suffice until forms are available. The letter should contain service member's name, nationality, date/place of birth and date entered/extended or reenlisted (to meet the 12-year requirement).

- If filing for family members, include names; dates/places of birth



and the CO's recommendations.

The letter of certification must be submitted along with Immigration and Naturalization Service (INS) Form 360, available at INS regional offices in the U.S., and overseas at U.S. embassies and consulates, or by writing to: USINS, Northern Service Center, 100 Centennial Mall North, Room B-26, Lincoln, Neb. 68508.

The law defines children as those unmarried and under 21. It also includes stepchildren under 18 and children adopted before their 16th birthday. Certain children not recognized as lawful offspring may also be included as determined by the INS.

Specific questions about petitioning for U.S. citizenship should be referred to local Naval Legal Services Offices or local INS offices.

"It's a great boost to the morale of Filipinos in the Navy," said Gregorio, a native of Manila. His reaction is shared by other Filipino servicemen at NNMC. "I've been looking

HM2 Julian S. Canizares, a technician at the National Naval Medical Center, Bethesda, Md., plans to reenlist immediately to qualify for citizenship after completing Nuclear Medicine School.

forward to becoming a U.S. citizen since I joined the Navy" said Dental Technician 2nd Class Benjamin A. Padilla. "This opens up more career opportunities for me."

Padilla, who holds a master's degree in forensic sciences, said he's been keeping track of the changes to the immigration act as has HM2 Julian B. Canizares, who plans to reenlist immediately to qualify.

Canizares plans to apply for a commission after completing his master's degree in health care.

"The Navy's involvement in pushing this bill through shows real concern for all sailors and their families," Canizares said. □

Uyenco is assigned to National Naval Medical Center, Bethesda, Md.

Bearings

Music played on dulcimer educates Gulfport schoolchildren

CDR George N. Eustace, executive officer of Naval Construction Battalion Center Gulfport, Miss., has "something" to give back to Gulfport community children. That something is his musical talent, and he gives it in the form of demonstrations presented at local elementary schools.

One segment of his demonstration includes explaining the parts of various instruments and then asking the children to describe those same parts. Using such terms as "sound hole," "fret," "strings" and "bridge," Eustace brings a lot of smiles to the students' faces as he enlightens and entertains them.

Eustace is a self-taught music maker. Not only does he play five instruments, he also built his hammered dulcimer by hand. A hammered dulcimer is a musical instru-

ment with wire strings of graduated lengths stretched over a sound box and played with two padded hammers or by plucking.

When Eustace was a small boy, his parents gave him a guitar. But he said, "Like so many of us at that age, I didn't realize the value of the gift and what it could mean in my later years."

Now, after 17 years of playing, Eustace has more than just a "hit and miss" affair with stringed instruments. He has taught himself how to play the guitar, mandolin, violin (fiddle), banjo and, of course, the hammered dulcimer.

Eustace spends his Thursday evenings in a bluegrass jam session at a local music store. A bluegrass group was formed out of various "pickers" and has performed at many sites along the Mississippi Gulf Coast.



Naval officer and self-taught musician, CDR George N. Eustace, "hammers" out a tune on a dulcimer to entertain, educate and delight elementary school students.

Eustace enjoys the fun and fellowship of being a member of a traditional Southern bluegrass band as well as entertaining and educating children. ■

Story and photo by Mike Crump, Naval Construction Battalion Center, Gulfport, Miss.

Seabee wins South Mississippi city's volunteer award

At their annual meeting, the Gulf Coast Chamber of Commerce presented its prestigious Order of Merit Award to South Mississippi's outstanding U.S. military person.

This year's recipient was Builder 1st Class Rickey D. Givens, an instructor at Naval Construction Training Center's Builder School, Gulfport, Miss. Approximately 6,000 students per year are trained at the center in the seven Seabee construction ratings.

CAPT William C. Hilderbrand, in endorsing Givens' nomination, said, "Petty Officer Givens possesses an exceptionally strong desire to excel and consistently stands head and shoulders above his contemporaries."

Givens teaches "A" school students in concrete and light frame construction techniques, as well as

safety, masonry, interior finish, roofing, preservation, heavy timber and pre-engineered buildings.

With the vast knowledge he has accumulated, it's no wonder he has earned an "expert" certification. During his tenure, he has led 215 students to graduation and has instructed more than 300 in general military training courses.

Instructing is not his only talent. Givens has also served as a platoon commander for the "A" school's military training department. And, according to Hilderbrand, "Only the very best instructors are placed in this area because of the intense leadership responsibilities involved and its extreme importance to the training mission."

Givens has been characterized as a quiet and effective leader who is truly concerned for his people.

Always one to "practice what he preaches," Givens takes as well as he gives. This year he completed courses in financial advising, cardiopulmonary resuscitation, first aid and equal employment opportunity.

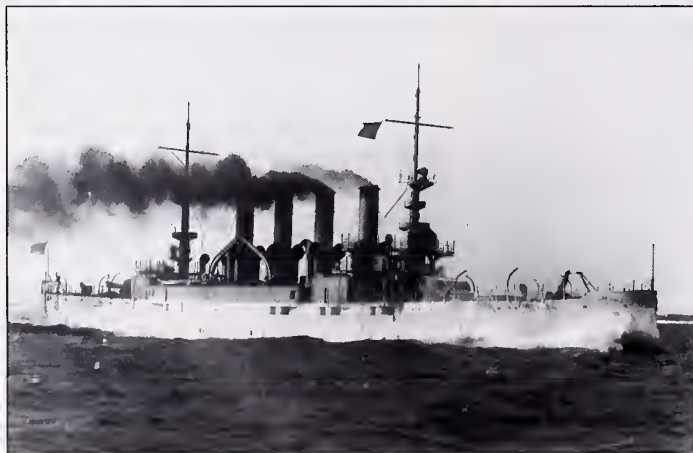
As a local community volunteer, Givens is actively involved in helping the handicapped, Cub Scouts, peewee football, Little League baseball and the Gulfport School District's Mentorship program.

During 1991, Givens was selected to represent the Seabee Center as an honoree at the Coast's Salute to the Military and was presented a Meritorious Unit Citation for his relief work after Hurricane Hugo while attached to Naval Mobile Construction Battalion 133. ■

Story by Mike Crump, Naval Construction Battalion Center, Gulfport, Miss.

Bearings

Valiant efforts of *Memphis* captain and crew remembered



Above: The armored cruiser USS *Memphis* (ACR 10) underway. Top: Retired CAPT Edward L. Beach Jr. holds his father's sword during the dedication of the new E.L. Beach Aviation Support Equipment Training Facility.

A memorial and museum were recently dedicated honoring the former commanding officer and crew of the armored cruiser USS *Memphis* (ACR 10) during a ceremony held in Millington, Tenn.

The event's guest speaker was the former skipper's son, retired CAPT Edward L. Beach Jr., who helped mark the 75th anniversary of the shipwreck of *Memphis* and the valiant efforts of her crew.

During the dedication of the new E.L. Beach Aviation Support Equipment Training Facility at Naval Air Technical Training Center, Millington, the novelist and naval historian delivered an emotional speech honoring his father and the crew of *Memphis*.

Memphis was anchored in the shallow harbor at Santo Domingo, Dominican Republic, when a series of enormous *tsunamis* cast the ill-fated cruiser aground Aug. 29, 1916. Forty members of *Memphis'* 1,000-man crew died, and more than 200 were injured during the incident.

Controversy later followed the tragedy as CAPT Edward L. Beach was court-martialed and reduced in rank for not being prepared to get *Memphis* underway on short notice. He was exonerated several years later and his rank restored.

In his speech, Beach's son said, "Father did all he could to get the ship underway." As sailors, Marines and invited guests listened intently, Beach stressed that the *Memphis* crew's efforts proved that sailors don't give up. The *Memphis* crew "went through hell to get the ship underway" before the waves tossed her aground. Three *Memphis* sailors were awarded the Medal of Honor.

Beach, a former commanding officer of USS *Triton* (SSR(N) 586), the first nuclear-powered submarine to circumnavigate the world submerged, has written several novels, including best-sellers, *Run Silent, Run Deep* and *The Wreck of the Memphis*. In a heart-felt gesture, Beach placed his father's sword in *Memphis'* display case, where it will remain, alongside a flag that flew from her mast.

The *Memphis* Memorial was transferred from the Pink Palace Museum in Memphis to the new 114,000 square-foot training facility at Naval Air Station Memphis, which features classrooms, laboratories and an operational trainer. ■

Story and photo by JO1 Walter H. Panych, assigned to Chief of Naval Technical Training, Millington, Tenn.

Bearings

Language presents additional challenges for foreign aviators

The rigors of flight school can be hard on a student naval aviator. Long hours spent studying and preparing for flights as well as the overall competitive atmosphere of the school at Naval Air Station Whiting Field, Milton, Fla., can lead to a lot of stress. But sometimes just understanding an order poses a challenge.

Italian navy LTJG Gianluca Romani encountered such a problem when, on one of his first flights at Training Squadron (VT) 3, the instructor said to push his aircraft "over the nose." Instead of putting the plane into a shallow dive as the instructor wanted, Romani pulled the nose up, and kept doing so as the order was repeated. With the aircraft almost stalled, the frustrated instructor realized what was wrong — Romani could not understand.

"He told me to put the airplane over the nose," Romani said. "I thought 'over' meant 'up,' so I pulled into a climb. I did not understand."

Romani was still learning the nuances of conversational English. Aviators from other countries have faced similar challenges to obtain

their wings. While a few foreign students get some flight training before coming here, all go through the Navy's entire program to earn the coveted wings of gold. How they get here, however, is another story.

A 1990 graduate of the Italian Naval Academy, Romani explained that upon graduation he was fully qualified to serve aboard ship, "similar to a Navy surface warfare officer," and was selected to attend flight school based on his grades and ability to speak English.

Others take different paths. Royal Danish Navy Ensign Morten Drost was called from Denmark's Merchant Marine, where he served as a mate. Drost went through nine months of intensive training to earn a commission and come to VT 3.

Lieutenant Claus Krum attended the Danish Naval Academy. After graduating with a navigation degree, Krum underwent testing before being selected for flight training.

Krum and Drost said they were the first Danish naval officers in about 20 years to be trained by the U.S. Navy. Previously trained by the U.S.

Army at Fort Rucker, Ala., training was shifted to the Navy because the Danish naval air squadron commander wanted his aviators trained by the "real thing."

Training has been demanding but they haven't faced language problems. "All of our radio communication in the air in Denmark is conducted in English," Drost said. "But sometimes the southern accents in this area are confusing."

The three officers agreed the American military lifestyle is much better than what they have in their respective countries, because the United States has better pay and benefits. In their countries, military personnel don't have the same social status or salaries.

"There is a much better life here," Romani said. "You have sports on base, amenities like the Exchange and more privileges."

"In the military over here you're good to go," Krum said. "You have a great advantage." ■

Story by ENS Scott Needle assigned to Training Squadron 3, NAS Whiting Field, Milton, Fla.

New arrival plays role in saving unexpected arrival's life

Many people spend their lives in pursuit of a purpose. For little Naomi Vela, life and purpose came early. Even before her birth, Naomi worked to forge bonds between Italian and American doctors.

Linda Vela, Naomi's mother, went into labor 28 weeks pregnant. This unexpected event called in the very best medical care that La Maddalena, Sardinia, Italy, could offer. Local Sardinian doctors and LCDR (Dr.) Greg Hoeksema from Branch Medical Clinic, La Maddalena, helped Naomi's early arrival.

At birth, 2-pound, 3-ounce Naomi

was whisked away by ambulance from *Ospedale P. Merlo* in La Maddalena to Sassari University Hospital's Neo-Natal Unit. Attended by Hoeksema, who had only been in Italy 10 hours when the delivery began, and local Italian medical personnel, Naomi arrived in Sassari with lung, heart and body heat problems. Prognosis was not good.

Aided by the unit's expert care, 30 days later Naomi moved to a U.S. military hospital in Germany where she remained until released.

As for Naomi's purpose, Hoeksema feels that working in

such close proximity with La Maddalena doctors and the medical community in Sassari has done much to improve relations. Upon acceptance of orders for La Maddalena, Hoeksema was warned he would face at least one life-threatening situation during his tour. Hoeksema said, "I faced my first life-threatening situation in my first 10 hours. Now I can relax and get on with practicing medicine." ■

Story by Beverly Gower, Human Resource Management Department, U.S. Navy Support Office, La Maddalena, Sardinia, Italy.

Bearings

Twin brothers see the world together as Callaghan shipmates

Twin brothers Andrew and John Borzone have only been separated twice — 27 minutes at birth and one year between Navy enlistments.

Now together on a world cruise aboard San Diego-homeported USS *Callaghan* (DDG 994), the 20-year-olds from Scottsdale, Ariz., still can't believe their good fortune.

"We had the same friends and had many of the same jobs while going to the same high school, and it was unbelievable when we were able to be on the same ship," said Radioman 3rd Class Andrew Borzone.

Quartermaster Seaman John Borzone reflects on his experiences in much the same way. "Andrew joined the Navy in October 1989, a



QMSN John and RM3 Andrew Borzone talk and relax together aboard USS *Callaghan* (DDG 994).

year before I did. I wasn't as sure about what I wanted to do right after high school, so I kept working. Before long though, with our dad's prodding, I decided to go in too, and it's been great ever since," he said.

"We weren't in any special programs that let us come here together," said Andrew. "At the beginning, my brother was on his way to USS *Independence* (CV 62), but my career counselor and I made a lot of phone calls, and through incredible luck, the orders were changed less than two hours before they became final. We were both fortunate because my brother and I got exactly what we asked for.

"The only thing better than going on a world cruise, is to be going with your brother," said Andrew, "We are going to have a lot of tales to tell." ■

Story and photo by PH2 M. Clayton Farrington, 7th Fleet Public Affairs Representative, Subic Bay.

Guam Seabees take a dive to help a fallen Marine

A recent weekend outing to a popular Guam attraction turned into quite an ordeal for seven Seabees from Naval Mobile Construction Battalion (NMCB) 1.

Builder 2nd Class John E. Kroom, Steelworker 2nd Class Timothy S. Miller, BU3 Kevin K. Beals, BU3 Robert L. Burkhead, BU3 Dennis A. Routh, Construction Electrician 3rd Class Michael Sirois and BUCN Darrell W. Quinlivan finished an hour-long hike to Sigua Falls, near Yona, Guam, to enjoy some well-deserved liberty when the unexpected happened.

"Quinlivan and I just got through having our picture taken up on the rocks," Burkhead said, "when we noticed a Marine making the climb up to the diving area. We heard the sound of his feet slipping on the wet rocks, looked over and saw him fall."

Marine Corps Corporal Jeremy Bachtel, assigned to Marine Support Battalion, Naval Communications Telecommunications Area Master

Station (NCTAMS) fell about 20 feet down the face of the falls, hitting his chin on a ledge before reaching the water, according to Burkhead. "We saw bubbles coming to the surface and jumped in."

Miller who has had first aid and cardiopulmonary resuscitation training, took charge of the scene.

"He was delirious," Miller said. "I asked him where it hurt, and he said 'in the chin and shin.'" Bachtel had water pumped from his lungs and was treated for shock.

Another Marine, Lance Cpl. John S. Blackford who was with Bachtel, accompanied Routh to get help.

When the paramedics arrived, Routh escorted them down the hill to the scene. "We helped the paramedics put Bachtel on a litter and move him to an open clearing to be airlifted," Routh said.

After Bachtel was moved, a helicopter from Guam-based Navy Search and Rescue Squadron (HC) 5 arrived to pick him up for transport

to the naval hospital. HC 5 mission co-pilot, LT Michael T. Camilleri credits early preparations, such as taking vital signs and stabilizing the patient, in greatly reducing the time it took to rescue him.

Bachtel was taken directly to the emergency room from the hospital's helo pad, kept for observation and released the next morning. Although he had 12 stitches and numerous bruises, Bachtel had nothing but praise for everyone who helped him. "I'm very lucky that the Seabees and Marines were there to help me. Otherwise I might have died. I'm just happy that those guys were there to rescue me."

The rescuers were justifiably proud of their efforts.

"The way we all stuck together and worked as a team was great," Quinlivan said. "We were all there to help." ■

Story by JO2 James R. West assigned to NMCB 1.

Reunions

- **Helicopter Attack Squadron Light 5 (HAL 5)** — July 17-19, Las Vegas, Nev. Contact Charles Cass, 1335 W. Dolphin, Ridgecrest, Calif. 93555; (619) 375-2179.
- **Fitting Out and Supply Support Assistance Center (FOSSAC)** — July 24, Norfolk. Contact CDR Albert Sligh Jr., P.O. Box 15129, Norfolk, Va. 23511-0129; (804) 444-6655.
- **USS Turner Joy (DD 951)** — July 30-Aug. 1, Bremerton, Wash. Contact Richard E. Asche, 2599 E. Alaska Ave., Port Orchard, Wash. 98366.
- **Vietnam Brown Water Navy/Game Wardens Association** — July 30-Aug. 5, St. Louis. Contact John Williams, P.O. Box 5523, Virginia Beach, Va. 23455; or Cliff Clifton toll free (800) 248-5366.
- **USS Cabot (CVL 28) and air squadrons** — Aug. 19-23, Portland, Ore. Contact Pat Griffin, 18171 S.W. Bryant Road, Lake Oswego, Ore. 97034; (503) 638-5562.
- **USS Cascade (AD 16)** — Aug. 28-30, Fall River, Mass. and Newport, R.I. Contact Lyle Burchette, P.O. Box 566, Hollister, Mo. 65672; (417) 335-8727.
- **USS LSM 156** — August 1992, Nashville, Tenn. Contact John C. Bird, 3125 Guilford Road, Birmingham, Ala. 35223; (205) 870-7407.
- **VR 24** — Sept. 3-6, Albuquerque, N.M. Contact Pete Owen, 24633 Mulholland Highway, Calabasas, Calif. 91302; (818) 222-6936.
- **PT Boats, tenders and bases** — Sept. 3-7, Little Rock, Ark. Contact P.T. Boats Inc., P.O. Box 38070, Memphis, Tenn. 38183-0070; (901) 755-8440.
- **USS McDermut (DD 677)** — Sept. 10-12, Pensacola, Fla. Contact C.H. Pip-pitt, 2156 University Court, Clearwater, Fla. 34624; (813) 461-2904.
- **USS Capps (DD 550) Assoc.** — Sept. 10-13, Baltimore. Contact Earl Beadle, 903 West St., Pine Bluff, Ariz. 71602; (501) 247-3702.
- **Tug and Salvage ships (ATF, ATR, ATO, ATA, ARS, ASR and YT-class)** — Sept. 10-13, Cleveland. Contact George Kingston, 2148 Clubhouse Drive, Lillian, Ala. 36549; (205) 962-2171.
- **USS Lunga Point (CVE 94) and VC 85/98** — Sept. 10-13, San Antonio, Texas. Contact Warren J. Hoffpauir, P.O. Drawer 9, Estherwood, La. 70534; (318) 783-1332.
- **USS Guam (CB 2) Assoc.** — Sept. 10-14, Warwick, R.I. Contact USS Guam (CB 2) Assoc., 14 Clark Ave., East-hampton, Mass. 01027; (413) 527-2578.
- **USS McNair (DD 679)** — Sept. 11-13, Cherry Hill, N.J. Contact Jim Carr, 854 Browning Place, Mount Laurel, N.J. 08054; (609) 235-8406.
- **VF 73** — Sept. 11-13, Newport, R.I. Contact Ken Clark, 77A Riverbend Road, Stratford, Conn. 06492; (203) 924-5128.
- **USS Cushing (DD 376/797/985) Assoc.** — Sept. 16-19, Kissimmee, Fla. Contact Earl Watters, 37 Wood Hall Drive, Mulberry, Fla. 33860; (813) 425-4150.
- **USS Russell (DD 414)** — Sept. 16-19, Toledo, Ohio. Contact Walter Singleterry, 4544 62nd St., San Diego, Calif. 92115-5406; (619) 582-1337.
- **USS Dyson (DD 572)** — Sept. 16-19, Colorado Springs, Colo. Contact E.B. Fulkerson, 4709 Highway 36, Boones Creek, Johnson City, Tenn. 37615; (615) 282-1236.
- **NDJ Radio Kwajalein (1944-1946)** — Sept. 17-19, Eugene, Ore. Contact James J. Selk, 963 Nancy St., Springfield, Ore. 97477; (503) 726-7448.
- **Naval Cryptologic Veterans Association** — Sept. 17-19, Orlando, Fla. Contact Buzz Clark, 512 W. Plantation Blvd., Lake Mary, Fla. 32746; (407) 323-3109.
- **USS William P. Biddle (APA 8)** — Sept. 17-19, San Diego. Contact Don Skouse, P.O. Box 1638, Independence, Mo. 64055; (816) 478-3403.
- **USS Barton (DD 722)** — Sept. 17-20, Norfolk. Contact John Jurus, 90 Holly Drive, Collegeville, Pa. 19426.
- **USS Wyandot (AKA 92)** — Sept. 17-20, St. Louis. Contact Joe Ulrich, 202 Brady Mill Road, Anna, Ill. 62906; (618) 833-2783.
- **36th NCB** — Sept. 17-20, Port Hueneme, Calif. Contact Bruce Sanford, 1623 Via Hermana, San Lorenzo, Calif. 94580.
- **USS Blue (DD 387/744)** — Sept. 17-20, Tampa, Fla. Contact Kennard T. Chandler, P.O. Box 5205, Sun City Center, Fla. 33571; (813) 634-2408.
- **USS Flint (CL 97)** — Sept. 17-20, York, Pa. Contact Robert M. Irwin, 1321 Maplewood Ave., Norfolk, Va. 23503.
- **USS Harding (DD 625/DMS 28)** — Sept. 17-20, Washington, D.C. Contact G. Taylor Watson, Box 13A, McDaniel, Md. 21647; (410) 745-9725.
- **USS Tortuga (LSD 26)** — Sept. 17-20, Norfolk. Contact David L. Waldron, P.O. Box 235, Paris, Mich. 49338-0235; (616) 832-2189.
- **USS Healy (DD 672)** — Sept. 17-21, Baton Rouge, La. Contact Robert J. McCulloch, 3136 N. U.S. Highway 35, LaPorte, Ind. 46350; (219) 326-7369.
- **85th NCB** — Sept. 18-20, Colorado Springs, Colo. Contact Fred A. Kofman, 415 Walnut St., Julesburg, Colo. 80737.
- **USS Fred T. Berry (DDE 858)** — Sept. 18-20, Newport, R.I. Contact Denis Gordon, 319 E. Main St. No. L-7, Marlboro, Mass. 01752; (508) 485-7261.
- **USS Osmond Ingram (DD 255/AVD 9/APD 35)** — Sept. 18-20, Lexington, Ky. Contact Bob Hale, 7101 Pierce St., Arvada, Colo. 80003; (303) 422-2982.
- **USS Anderson (DD 411)** — Sept. 18-20, Indianapolis. Contact Barney O. Samsil, 5539 W. U.S. 52, New Palestine, Ind. 46163; (317) 861-4823.
- **CBMU 594 (World War II)** — Sept. 21-27, Disneyland — Anaheim, Calif. Contact Phil Gabler, 243 S.E. Sixth Ave., Deerfield Beach, Fla. 33441-4018; (305) 428-6936.
- **USS Wickes (DD 578)** — Sept. 22-24, Orlando, Fla. Contact Robley "Gene" Evans, 416-110 Versailles Place, Longwood, Fla. 32779; (407) 869-9783.
- **25th NCB** — Sept. 23, Pensacola, Fla. Contact Alfred G. Don, 6204 Vick-sburg Drive, Pensacola, Fla. 32503-7556; (904) 476-4113.
- **USS John R. Craig (DD 885)** — Sept. 23-27, Austin, Texas. Contact Bob Owens, 9 Cobbler Lane, Marlton, N.J. 08053; (609) 983-7129.
- **USS Chandeleur (AV 10)** — Sept. 23-27, Denver. Contact Kenneth E. Boyd, 26300 Old Office Road, Culpeper, Va. 22701; (703) 854-5076.
- **35th NCB** — Sept. 24, Cape May, N.J. Contact Phil Silver, 924 Stratford Court, Westbury, N.Y. 11590.
- **USS Suwanne (CVE 27)** — Sept. 24-26, Virginia Beach, Va. Contact Charles B. Zubyk, 305 E. Second St., Girard, Ohio 44420; (216) 545-6716.
- **26th NCB Association** — Sept. 24-26, Norfolk. Contact Jim Hansen, 502 Caulk Road, Milford, Del. 19963; (302) 422-8436.
- **USS Kimberly (DD 521)** — Sept. 24-26, Baton Rouge, La. Contact Arthur C. Forster, 2312 Nela Ave., Orlando, Fla. 32809; (407) 855-5625.
- **USS Mannert L. Abele (DD 733)** — Sept. 24-27, Charleston, S.C. Contact Roy Anderson, 13 Algonquin Road, Worcester, Mass. 01609; (508) 757-4980.
- **USS Woolsey (DD 437)** — Sept. 24-27, Bloomington, Minn. Contact John Kenes, 108 Wayside Drive, Uniontown,

Reunions

Pa. 15401; (412) 437-1220.

• **USS Randall (APA 224)** — Sept. 24-27, St. Louis. Contact John J. Walsh, 70-12 60th Lane, Ridgewood, N.Y. 11385; (718) 456-2826.

• **USS Casablanca (CVE 55)** — Sept. 24-27, Denver. Contact Milton H. Rowe, 241 Deerfield Road, Camp Hill, Pa. 17011; (717) 761-8526.

• **USS Andromeda (AKA 15)** — Sept. 24-27, Catskills-Newburgh, N.Y. Contact Lois Guffy, Rural Route 1, Box 28, Byron, Okla. 73723; (405) 474-2572.

• **USS Fletcher (DD/DDE 445)** — Sept. 24-27, Norfolk. Contact John V. Jensen, 3918 Conlon Ave., Covina, Calif. 91722; (818) 337-2646.

• **USS Sepulga (AO 20) and USS Gladiator (AM 319)** — Sept. 24-Oct. 4. Contact Don Westerlund, 4708 E. Florian Circle, Mesa, Ariz. 85206; (602) 830-1161.

• **USS Chehalis (AOG 48)** — Sept. 25-26, Chehalis, Wash. Contact Nell Coleman, 5940 Charlestown, Dallas, Texas 75230; (214) 239-3342.

• **USS Frank E. Evans (DD 754)** — Sept. 25-27, Grapevine, Texas. Contact H.G. Nichols, P.O. Box 306, Frankston, Texas 75763; (903) 876-2527.

• **USS Holder (DD/DDE 819/DE 401)** — Sept. 25-27, Sarasota, Fla. Contact M. Bruce Rambo, 7171 Canary Drive, Charleston, S.C. 29414-5454; (803) 556-0255.

• **USS Bagley (DD 386) Assoc.** — Sept. 25-27, Portland, Ore. Contact Walter S. Morley, USS Bagley (DD 386) Association, P.O. Box 608, West Dennis, Mass. 02670; (508) 398-8553.

• **USS Nautilus (SSN 571)** — Sept. 25-27, Mystic, Conn. Contact John Kurrus, 1010 Ocean Ave., New London, Conn. 06320; (203) 442-0055.

• **RNMCB 12** — Sept. 25-27, Mystic Seaport, Conn. Contact Stanley W. Herrcott, 199 S. Ashburnham Road, Davisville, R.I. 02852; (508) 874-2588.

• **USS Badoeng Strait (CVE 116) Association** — Sept. 27-29, Las Vegas, Nev. Contact Henry C. Trotter, 106 Sage Drive, Universal City, Texas 78148; (512) 658-3447.

• **USS Martin H. Ray (DE 338)** — Sept. 28-30, Memphis, Tenn. Contact John Sanderson, 8810 Cherry Springs Drive, Cordova, Tenn. 38018; (901) 373-3771.

• **USS YMS 398** — Sept. 28-Oct. 4, Oklahoma City. Contact John N. Tho-

mas, 126 Maple St., Narvon, Pa. 17555.

• **USS Minneapolis (CA 36) and Marine detachments** — Sept. 30, Charleston, S.C. Contact Don Bovill, 2804 Gene Lane, Arlington, Texas 76010.

• **USS Finch (DE 328)** — Sept. 30-Oct. 3, Nashville, Tenn. Contact Charles L. Herr, 1905 N. Riley Road, Muncie, Ind. 47304; (317) 282-7390.

• **USS Reeves (DE 156/APD 52)** — Sept. 30-Oct. 4, Myrtle Beach, S.C. Contact Gene Hampton, 6492 Payton Woods Lane, Tucker, Ga. 30084; (404) 939-3428.

• **USS James C. Owens (DD 776)** — Sept. 30-Oct. 4, Albuquerque, N.M. Contact Jesse Ward, P.O. Box 1749, Murrells Inlet, S.C. 29576; (803) 651-8511.

• **USS Newport (LST 1179)** — September 1992, Little Creek, Va. Contact Mick Grajcar, 1414 Westfield St., Pittsburgh, Pa. 15216.

• **USS Tripoli (LPH 10/CVE 64)** — September 1992, Houston. Contact Jim Metts, 1103 22nd St., Nederland, Texas 77627; (409) 722-1468.

• **USS Plunkett (DD 431)** — September 1992, St. Louis. Contact Ted Mueller, 120 Iron Lake Court, St. Charles, Mo. 63304-7277; (314) 928-2322.

• **USS Moale (DD 693), USS Cooper (DD 695) and USS Sumner (DD 692)** — September 1992, Jacksonville, Fla. Contact Russ Catardi, 936 Garfield Ave., Ardsley, Pa. 19038.

• **USS Los Angeles (CA 135)** — Oct. 1-4, Long Beach, Calif. Contact Robert V. Spratley, 17 Ann St., Succasunna, N.J. 07876; (201) 584-8927.

• **USS Hammann (DD 412) and USS Gansevoort (DD 608)** — Oct. 1-4, Scottsdale, Ariz. Contact Clyde A. Conner, Route 1, Box 1, Grafton, W.Va. 26354-9702; (304) 265-3933.

• **NSWU Association** — Oct. 1-4, Laughlin, Nev. Contact Danny Rider, HCR-31, Box 231, Jean, Nev. 89019; (702) 723-5261.

• **Crow's Nest Officers' Club** — Proposed Summer 1992, St. John's, Newfoundland. Contact Crow's Nest Reunion, P.O. Box 5094, Queen's Beach, St. John's, Newfoundland, A1C 1A4.

• **33rd Seabee Association** — Proposed. Contact Charles M. Ambrosio, 3076 N. Running Oak Terrace, Beverly Hills, Fla. 32665; (904) 746-1988.

• **USS James E. Kyes (DD 787)** — Proposed. Contact Wesley L. Hammond, 2032 Mendocino Way, Modesto, Calif. 95350; (209) 522-5302.

• **6th Seabee Association** — Proposed. Contact Mrs. Arthur H. Gutttau, Route 1, Box 215, Mondamin, Iowa 51557.

• **78th NCB** — Proposed. Contact Roland A. Swanson, Rural Delivery 1, Poland Center, Falconer, N.Y. 14733; (716) 665-5969.

• **8th Special CB** — Proposed, Springfield, Mo. Contact Clarence T. Ruiz, 1517 Pointsetta Drive, Metairie, La. 70005; (504) 834-4028.

• **90th NCB** — Proposed. Contact Barney Freeman, 5782 Parkwald Circle, W. Baynton Beach, Fla. 33437.

• **91st NCB** — Proposed. Contact Chuck Kramer, 144 Navaho St., Thousand Oaks, Calif. 91362; (805) 495-0420.

• **USS Durham (LKA 114)** — Proposed. Contact Robert Blot, 10766 E. Virginia Ave., No. 205, Aurora, Colo. 80012; (303) 366-4997.

• **USS Mayrant (DD 402)** — Proposed, Bremerton, Wash. Contact William Worth, P.O. Box 711, Port Orchard, Wash. 98366; (206) 876-5255.

• **CBD 1052** — Proposed. Contact Herb Fanta, 1361 Fernlake Ave., Brea, Calif. 92621.

• **CBMU 301/302 (Vietnam)** — Proposed. Contact David Cooper, Route 3, Box 7000, Bartlesville, Okla. 74003.

• **CBMU 561** — Proposed. Contact T.H. Watson, 244 Belmont Drive, Columbia, S.C. 29205; (803) 787-2620.

• **CBMU 599** — Proposed. Contact Robert Murphy, Route 1, Box 83, 927 S. First St., Divernon, Ill. 62530.

• **CBU 405** — Proposed. Contact SW1 John C. Larkin, CBU 405, NAS Miramar, San Diego, Calif. 92145-5000.

• **COMCBPAC** — Proposed, Honolulu. Contact CDR W.L. Rudich, COMCBPAC CB 30, Pearl Harbor, Hawaii 96860; (808) 474-7158.

• **1st USNMCB** — Proposed. Contact Charles E. Mischler, 4502 Galloway Blvd., Bradenton, Fla. 34210; (813) 795-0973.

• **NMCB 2** — Proposed. Contact Stoney Serrett, 9756 Mesa Verde Ave., Baton Rouge, La. 70814; (504) 927-7208.

• **NMCB 4** — Proposed. Contact Edward Kloster, 3475 Union Pacific Ave., Los Angeles, Calif. 90023.

• **NMCB 40** — Proposed. Contact LT Daniel Sanders, FPO AP 99901-4981.

• **PAD 1/2/3 and 5** — Proposed. Contact David A. Morrison, 3706 San Medina, Farmington, N.M. 87401.



Two USS Theodore Roosevelt firefighters stand by in proximity suits during crash and salvage training at Naval Air Station Oceana's fire-training pit. Photo by PH2 Lance Kirk.



Mt. Etna's wrath ● Page 37

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ALL HANDS

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Doolittle's raiders:
airborne once again

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During USS Whidbey Island's recent port visit to Burgas, Bulgaria, PH2 Jerry Ireland captured this portrait of a Bulgarian sailor at attention in front of the National Ensign.

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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 904) is published
 monthly by Navy Internal Relations
 Activity: 601 N. Fairfax St., Suite 230,
 Alexandria, VA 22314-2007. Second-
 class postage paid at Alexandria, Va.
 22314, and additional mailing offices.

Subscriptions: Superintendent of Doc-
 uments, U.S. Government Printing Of-
 fice, Washington, D.C. 20402.

Postmaster: Send address changes to
All Hands, 601 N. Fairfax St., Suite 230,
 Alexandria, Va. 22314-2007.

Editorial Offices: Send submissions
 and other correspondence to: NIRA,
 Print Media, Attn: Editor, 601 N. Fairfax
 St., Suite 230, Alexandria, Va. 22314-
 2007. Phone (703) 274-6208 (AV 284-
 4455) for editorial; (703) 274-5953 (AV
 284-4315) for distribution.

Message: NAVINREACT WASHING-
 TON DC.

Authorization: The Secretary of the
 Navy has determined that this publica-
 tion is necessary in the transaction of
 business required by law of the Depart-
 ment of the Navy. Funds for printing
 this publication have been approved
 by the Navy Publications and Printing
 Policy Committee.

NIRA also publishes *Captain's Call Kit*,
Navy Editor Service, *Navy Family Life-*
line, *Navy News Service* and *Public*
Affairs Communicator.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
JULY 1992 — NUMBER 904
69TH YEAR OF PUBLICATION



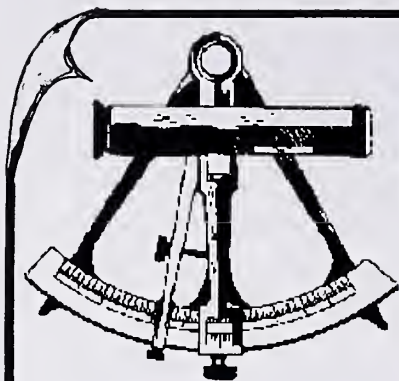
Photo by JO2 Jonathan Annis

"Mighty Mo" — Page 10

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Front cover: The re-enactment of Doolittle's Raid, the famous World War II carrier-launch of Army B-25 *Mitchell* bombers against the Japanese mainland, took place aboard USS *Ranger* (CV 61). Photo by JO1 (SW) Joe Gawlowicz. See story Page 17.

Back cover: Recruiting duty can be diverse. From the Badlands of South Dakota to the mean streets of the South Bronx, *All Hands'* coverage of this demanding duty begins on Page 21. Photo by JO1 Anabelle St. Germain.



From the charthouse

Accessing the facts

April 1992 marked the first anniversary of BuPers Access, an electronic bulletin board system which has significantly improved communication between fleet personnel and the detailing community.

Navy personnel and their commands can tap into the latest information about advancement and selection board results, duty preference sheets, enlisted duty swaps, orders status and the electronic BuPers phone directory.

All you need to use BuPers Access is a computer with a modem and communication software. The system can be accessed by calling 1-800-346-0217/18/27 or 1-800-762-8567. The line is open 24-hours, seven days a week. From overseas locations call Autovon: 225-6900/8070/8059/8076 or (703) 614-8070/8059/8076. A technical support

line is available during business hours at Autovon 224-8083 or (703) 614-8088.

For those who need to write a speech or use current policy and resource materials, the CNO Bulletin Board provides speeches as well as other Navy-related policy statements and information to users. *Navy News*

Service is also available on this bulletin board, as well as congressional testimony, talking points, articles and the Navy Fact File.

The CNO Bulletin Board may be accessed with

the same equipment used for BuPers Access by calling 1-800-582-2355/6940 or (703) 695-6198/6940.

CHAMPUS update

Freestanding outpatient rehabilitation facilities are not authorized CHAMPUS (Civilian Health and Medical Program of the Uniformed Services) providers, because many of the services offered are considered to be investigatory in nature.

Freestanding facilities may offer such services as therapeutic recreation,

social services, driving skills evaluation and training, family education, pre-vocational assessment and training, and transitional living — all of which are not medically necessary, and therefore not cost-shared by CHAMPUS.

CHAMPUS is prevented by law from sharing the cost of these services or methods of treatment.

It's primarily the type of care that determines CHAMPUS coverage, rather than the status of a particular institution as a CHAMPUS-authorized provider of care. Individual independent professional providers of care (such as physical therapists), who are authorized by CHAMPUS and are not employed by or under contract to an institution that is not authorized, might be able to bill CHAMPUS for the covered care they give, even though the institution at which they provide the care is not authorized by CHAMPUS.

Federal statutes and regulations require that CHAMPUS cost-share only medically necessary services and supplies required in the diagnosis and treatment of illness or injury.

Medicare has a classifi-

cation of health care provider known as a "CORF" (comprehensive outpatient rehabilitation facility). CORFs are not authorized providers of care under CHAMPUS.

There are approximately 2,400 hospitals nationwide with organized outpatient rehabilitation services. Therefore, the lack of CHAMPUS approval of the 200 Medicare CORFs, or of other freestanding outpatient rehabilitation facilities, has little impact on the access of CHAMPUS beneficiaries to medically necessary outpatient rehabilitative services.

Stand up and be counted!

The week of Aug. 30, 1992, has been designated as "Armed Forces Voters Week" to emphasize the importance of exercising the right to vote.

During this week, Navy commands will hold local events to publicize upcoming elections. Scheduled activities include programs on procedures required to obtain absentee ballots. Command Voting Assistance Officers will assist military personnel, their eligible family members and civilian employees overseas regarding registration and voting procedures for upcoming fall elections.



SecNav OKs Seabee warfare pin

Secretary of the Navy H. Lawrence Garrett III has approved a Seabee Combat Warfare Specialist designation. The pin is still in the design process, but Seabees and Naval Civil Engineer Corps officers from specified units may qualify.

Applicants must meet a rigid battery of requirements, including passing an oral exam. Additionally, all of the qualifications must be met within

a three-year period. Officers will receive a gold pin and enlisted will receive a silver pin.

For a six-month period following the date of instruction, active-duty and selected reserve officers (O-3 and above), all limited duty officers, chief warrant officers and enlisted (E-6 through E-9) may have their records of service reviewed for qualification as a Seabee Combat Warfare Specialist. This one-time "grandfathering" procedure ends Sept. 10, 1992.

For more information, see OpNavInst 1410.1.

Navy Policy Book: your best source

In the coming weeks Navy commands worldwide will receive copies of the *Navy Policy Book*, a new publication that re-emphasizes the Navy's mission, ideals and policies which have served the Navy so well throughout its history.

"Secretary of the Navy Garrett and I believe it is vital that all our people,

officer and enlisted, military and civilian, regular and reserve, know the basic principles that guide the Navy and help us execute our mission. This is especially true as we face the challenges ahead," said Chief of Naval Operations ADM Frank B. Kelso II.

The *Navy Policy Book* is a single-source reference for every member of the Navy team. It is an overall guide which details the Navy's priorities and guiding principles on a wide range of subjects. It will help individual Navy men and women better understand the organization to which they belong. It will also help each command ensure its policies and priorities are consistent with those being pursued by the Navy as a whole.

"I urge every member of the Navy team to read the *Navy Policy Book*," Kelso said. "You may share it with family and friends outside the Navy if you wish. I expect you to use the policy book as a source of guidance in the workplace and as a starting point for discussions designed to improve command performance, morale, teamwork and efficiency." □

Hagan selected as eighth MCPON

Chief of Naval Operations ADM Frank B. Kelso II announced May 21 that Master Chief Electronics Technician (SW) John Hagan was chosen as the eighth Master Chief Petty Officer of the Navy (MCPON) from four finalists.

The other finalists were: Master Chief Sonar Technician (Surface) (SW) Bruce W. Baker, force master chief, Naval Surface Force Pacific; Master Chief Avionics Technician (AW) Michael C. Baker, command master chief, USS *Theodore Roosevelt* (CVN 71); and Master Chief Boatswain's Mate (SW) Charles W. Baldwin, command master chief, USS *Dwight D. Eisenhower* (CVN 69).

"Each of these master chiefs represented themselves, their commands and the U.S. Navy in the finest manner possible," Kelso said. "They can be proud to have been finalists."

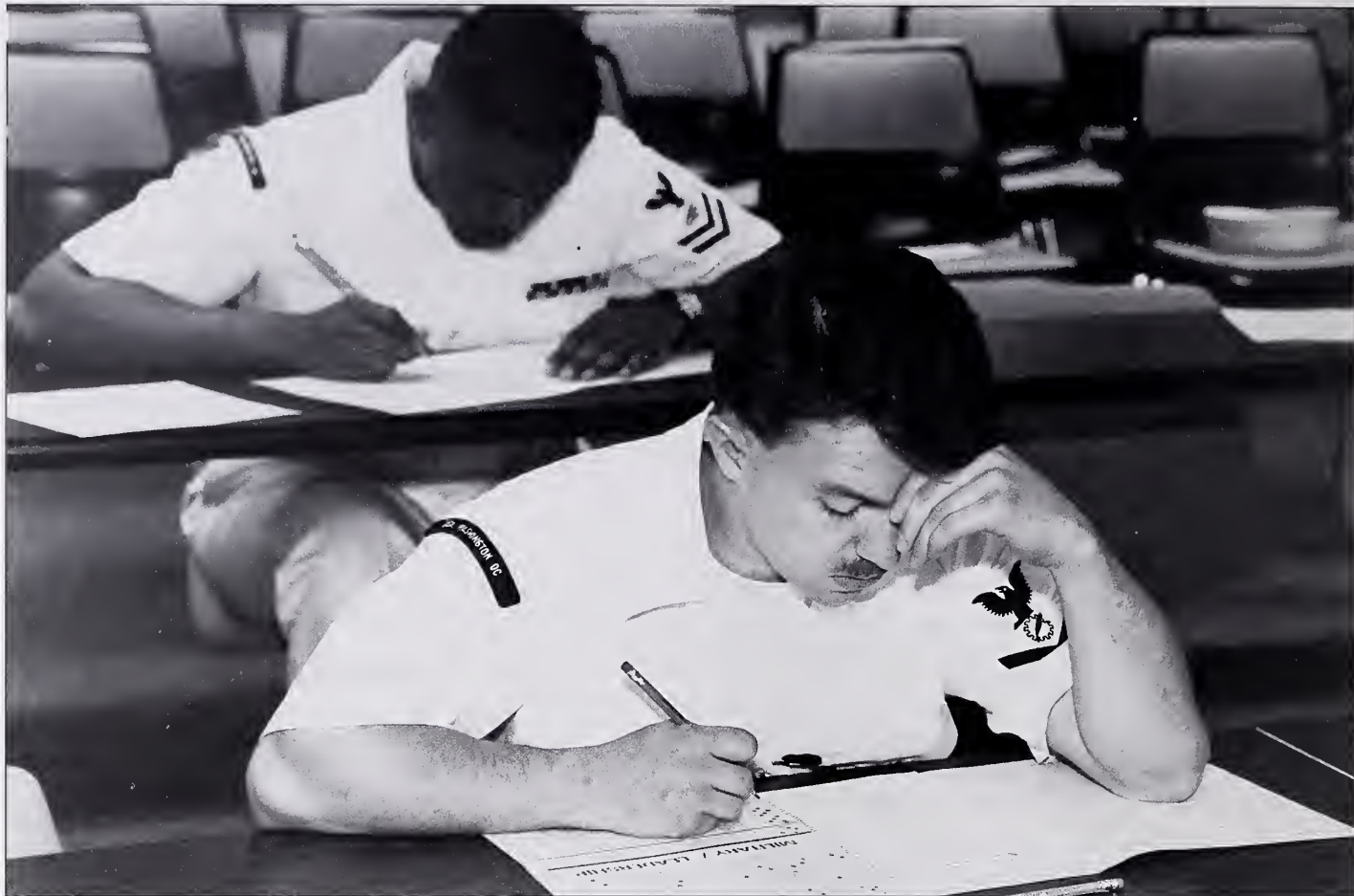
"If I do this job half as well as Master Chief Bushey," Hagan said, "I'll leave the office well-served."

Hagan is a 27-year veteran and is assigned as command master chief of



Helicopter Anti-submarine Squadron (Light) 48. Hagan reports to Washington, D.C., for duty this month and relieves Master Chief Avionics Technician (AW) Duane R. Bushey as MCPON Aug. 28.





Hurry up and wait

From exam to frocking — moving up takes time

Story by JO1 Sherri E. Bashore, photos by JO1(SW) Joe Bartlett

Congratulations, you made it! These are words every sailor hopes to hear after taking the Navywide advancement examination. The exams are given every January, March and September; however, the results are not available for three months, a fact that confounds many sailors. What happens from the time advancement hopefuls fill in the 150-question exam sheet until they receive the examination profile information, and why does it take so long to receive the results? *All Hands* took an in-depth look at the advancement exam process to find the answers, and the findings may surprise you.

"It takes about two months from the time a sailor takes the exam [to the time] the Naval Education and Training Program Management Support Activity (NETPMSA), Pensacola, Fla., gets enough of the exams from the fleet to grade and process," said LT Diane Webber, enlisted advancement planner, Bureau of Naval Personnel (BuPers).

"By the book, commands are supposed to send exams to NETPMSA within five days after the exam is administered," said Dr. Michael Lentz, NETPMSA's technical adviser for the Navy advancement center department. "Unfortunately, we can't get everyone to do that. We send

all the exams back and forth by registered mail which is slower than regular mail. We're getting them from all over the world, and it takes awhile for them to get here."

As the exams trickle into NETPMSA's shipping and receiving department they are bunched together and assigned a code number. Each stack is sent to the records branch where they are read by an optical scanner.

The scanning process, however, is not the scoring process. The sheets are scanned to collect data that is later transferred to magnetic tape. The information on each answer sheet is bounced off the enlisted

master file (EMF) which verifies that all information provided on the answer sheet is correct — social security number, rate, time-in-rate, schools attended, etc. If any of the information does not coincide with the EMF, the exam sheet is automatically separated from those without discrepancies.

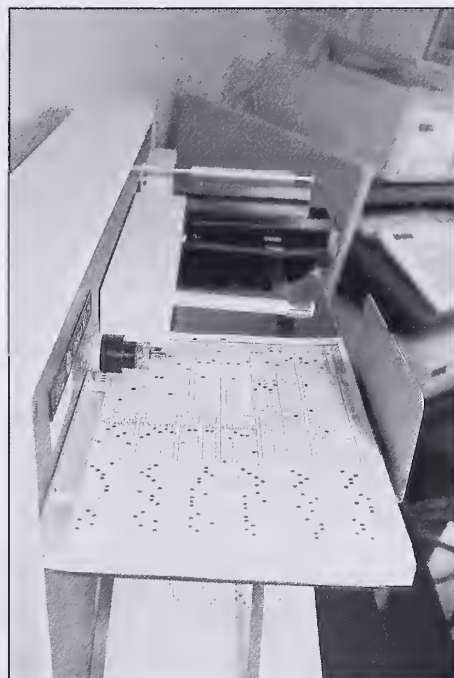
Discrepancies range from a test taker incorrectly filling in the circles under his or her name or social security number to someone at the administration level not updating pertinent information on the enlisted data verification report. These discrepancies have to be verified one-by-one — a very time-consuming endeavor.

"We process approximately 8,500 discrepancies per exam cycle," said Bill Yates, head of NETPMSA's records branch. "Then it's our job to try to pull the command's correct documentation." A message is generated to the command requesting verification on the individual with the discrepancy. "The intent is to process and get as many corrected as possible by the publication date." Visual proof must be forwarded to the records branch of NETPMSA to correct discrepancies.

The scoring process begins approximately two months after the exams are given. Why two months? That's when NETPMSA finally receives the required 90 percent of the expected exam returns. The magnetic tape, holding the data from every answer sheet, is sent to the Naval Computer and Telecommunications Station (NCTS) at Naval Air Station Pensacola for computer scoring. All

answers marked are compared to the master answer sheet for each rate. Once the tests are scored, the final multiple score is computed. NETPMSA then computes a rank order — the highest to the lowest cumulative score of everyone in each rate — and sends the results in each rating to BuPers.

"From the time we get the numbers of test takers and passers from NETPMSA, we take a month to do the planning," Webber said. "We don't want to plan too far in advance because advancements are based on gain and loss projections. The further back you go, the less accurate



Opposite page: Passing the military leadership test is one prerequisite for taking part in the Navywide advancement exam. **Top:** Every answer sheet is sent through an optical scanner to verify all personal information and to transfer the data to magnetic tape. **Right:** Wrinkled answer sheets must be ironed, which slows down the scanning process.

your projection is. For example, if we want to advance 16,000 E-4s, we need to take that number and distribute it to fill vacancies in every rating. We don't want to waste advancements and give the advancements to [rates that don't have] enough test passers out there to take them. That's why we wait for the tests to come back."

Quotas are established by the BuPers enlisted community manag-

ers (ECMs). ECMs track their inventory — the sailors they have on board — as well as their written requirements. "ECMs project future gains and losses to a rating — how many people they project will retire, advance in or out of a paygrade, or the number of lateral conversions and separations," Webber said. "ECMs then estimate their future inventory based on those gains and losses. They compare the inventory

estimate to the written requirement to come up with the difference." That difference is how many vacancies each rating is going to have or the number of people who can be advanced in each rating.

"Some of the vacancies are taken away by the drawdown," said CAPT Jerry O'Donnell, director of BuPers enlisted plans and career management division. "For example, you have 100 E-6 requirements. The Navy is going to lose people in a year's time — some will make E-7, some will go to the Fleet Reserve, some will choose not to reenlist — whatever the reason, they are your losses. Say you have 25 losses. In a normal environment that means you have 25 vacancies. With the drawdown, the Navy is going to get smaller. If four billets are deleted you have to deduct those four billets from the original 25 vacancies. The vacancy number now becomes 21."

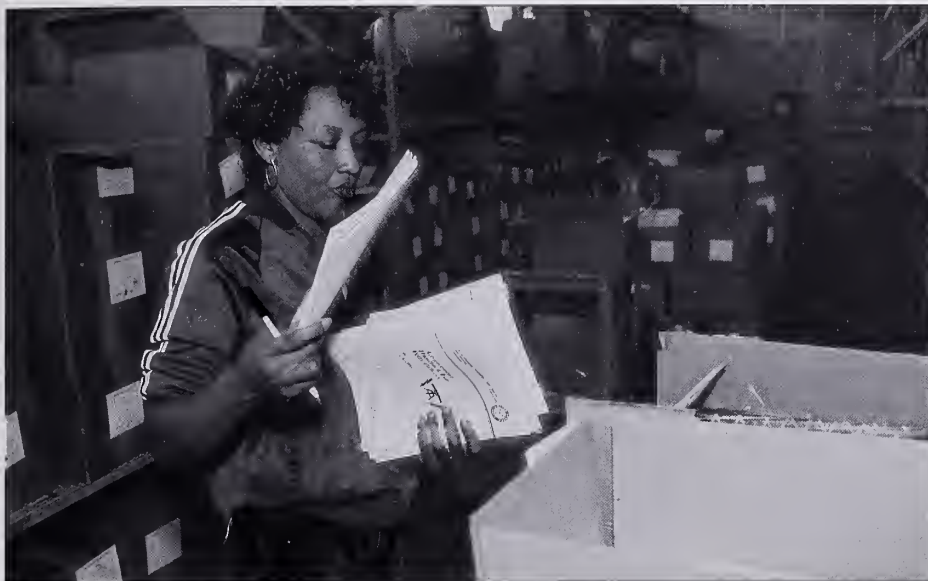
When BuPers releases the numbers, NETPMSA's record branch goes back into action formulating the results. "It takes us approximately four working days to process those numbers and break out the statistical curve," said LT Jeffrey Etter, NETPMSA's enlisted advancement division head. "And it takes a while to print out the information," Yates added.

As soon as NETPMSA completes the cut for each rate, an electronic transfer of the results is sent to BuPers. BuPers enters the information into the EMF. An electronic transfer to the Defense Finance and Accounting Service Center Cleveland is the next step, so people can get paid. Then a message is generated to each testing activity listing the selectees.

The results are now available. When that word gets out most sail-

Barbara Johnson, NETPMSA's shipping branch director, sorts through advancement exams awaiting shipment. All exams are kept in a secure warehouse.





Gloria Jones of the shipping department fills an order for the latest edition of the "Advancement Handbook for Petty Officers." Each order is checked and re-checked before shipping.

ors spend hours trying to get in touch with their detailers or NETPMSA. However, there is a quicker way to obtain the results.

The BuPers Access System is more readily available than your detailer or NETPMSA to get advancement results. Your career counselor can get exam results by using BuPers Access as soon as the electronic transfer is made to BuPers.

Even after hearing by phone or through BuPers Access that you were or were not advanced, human nature draws us to want to actually "see it in writing" before reality sets in. So the next step in the advancement process is the mailing of more than 140,000 profile sheets.

That profile sheet contains the data the candidate can use for study purposes. It tells them how well they did with respect to their peers in each subject area of the exam. It lists the final multiple score and the final multiple required for advancement, the standard score and the PNA (passed not advanced) history.

The standard score on the profile sheet is probably the least understood section. It is not the number of correct questions on the exam or a raw score. Your raw score is converted to a standard score to ensure that all exams measure or compare each candidate's performance on the exam in the same way. It is a mathematical way of ranking the people who tested.

"The sailor who takes the exam never knows how many questions he or she gets right," said Lawrence E. Davis Jr., NETPMSA's data analysis branch head. "Your raw score is converted to a score between 20 and 80 with a mean of 50. This tells the exam taker who receives a standard score of 50 that the same number of people scored above them as below. So that tells you where you fit

department head of the Navy Advancement Center. "The test is intended to be difficult, but not impossible. You are always competing against your peers — someone with greater experience, who has read or applied themselves more, they'll have a better 'leg up.'"

The best way to get that leg up is to get your hands on the special publication "Advancement Handbook for Petty Officers." The booklet is released for all job specialties and contains the basic bibliography, occupational standards and personnel advancement requirements for each rating. Be sure to check all references and study, study, study.

The time between taking the exam and receiving the results is time well-spent by experts at BuPers

"It is a very discriminating exam. It doesn't discriminate against race or sex, it is discriminating in that it ranks individuals."

within the competing group of your peers," he said. It doesn't mean that the test taker who has a standard score of 80 "aced" the test — rather, that individual scored the highest. "We're not trying to hide anything. We are trying to give you a better piece of information to judge where you rank with everyone who took that exam."

"It is a very discriminating exam. It doesn't discriminate against race or sex, it is discriminating in that it ranks individuals," Etter added.

The key to the advancement exam is simple — study.

"If you go into the exam and try to 'wing it' you are only hurting yourself," said CDR Mary R. Adams,

and NETPMSA to ensure only the best are advanced. Taking into account the number of exams given each cycle; the time it takes for NETPMSA to receive the exams and the numbers for advancement from BuPers; and all the checking and re-checking of the information provided — it is amazing we receive the results as soon as we do.

If congratulations didn't come your way following this last exam cycle — keep trying. Remember . . . advancements are all vacancy-driven, and those with the most knowledge get advanced. □

Bashore is a staff writer for All Hands. Bartlett is the assistant editor for All Hands.

Writing it right

The people behind advancement exams

Story by JO1 Sherri E. Bashore, photos by JO1(SW) Joe Bartlett

Where did this *#@! *#! question come from?" is a thought many sailors may have when they sit down to take the Navywide advancement examination. You think you know your rating inside and out — then you sit down, take the exam, scratch your head and sometimes feel downright ignorant. You say to yourself, "I completed my courses. I did my PARs (personnel advancement requirements) . . . Why am I so stumped?"

If you left your testing center with a headache, the first discussion you may have had after returning to work probably featured vivid descriptions of physical acts you would perform against the person who wrote your brain-teaser. Imagine if it was your job to write the questions that determine the future of advancement-hopefuls like yourself every January, March and September. That's the task of 92 chief petty officers at Naval Education and Training Program Management Support Activity (NETPMSA), Pensacola, Fla.

Exam writers formulate the 150-question test by using myriad references that apply to areas in your rate.

"One of the main sources is your training manual," said Senior Chief Gas Turbine Systems Technician David Power, the GSE exam writer. "But, you'll notice in [the bibliography] you'll see various references. Those references are sources to refer to for more information."

Exam questions are also drawn from those references.

"Training manuals are written at the minimum level," added Robert W. King, head of NETPMSA's product development division. "The test is written at a much higher level. The [sailor] who studies more is going to do better on the exam. If you've read the training manual and you just guess, you probably can pass the exam, but you won't get rated."

"The reference material used relates to the occupational standards listed in the advancement handbook," Power said. "What a lot of people don't know is that the bibliography is not a complete bibliography. But the reference materials listed in it are the main ones."

The occupational standards Power mentions are listed in the "Advancement Handbook for Petty Officers." Handbooks are written for each rating and are available through your Educational Services Office. The standards are based on fleet input from the Navy Occupational Task Analysis Program (NOTAP) survey. NOTAP surveys are distributed every four years to determine what tasks people are performing in their particular rating and how much time is spent on each task. The results make up the occupational standards to which every item on the test must relate.

"You can't cover every occupational standard on one exam, but over several exams, we would have covered them all," King said.

"We try to vary them so a person is not taking the same exam over and over again," said Chief Engineering Aide Herman T. Lux, the EA exam writer. "Sailors need to get involved in their rate and get to where their occupational standards are second nature to them."

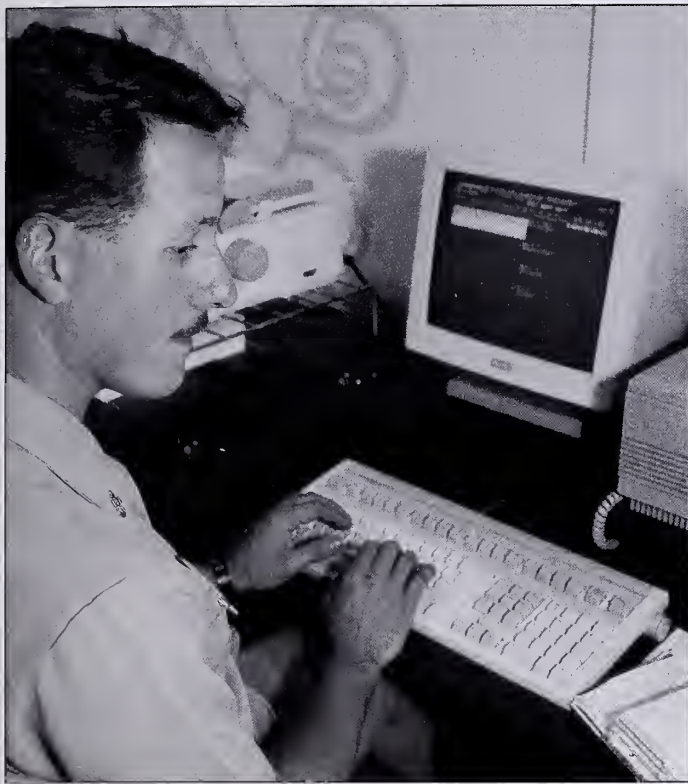
A new exam is compiled and administered for every rating, each exam cycle. Exam writers develop a test plan or outline for the sections that appear on each exam. Each exam writer has a "test bank" of questions that are rotated and updated as necessary.

"There are changes always going on in each rating," Power said. "We get input messages that inform us of changes, such as operational changes. We make sure the questions reflect any recent changes in the rating."

The test bank is made up of questions or control items that have appeared on previous exams and are still

GSCS David Power sorts through the "test bank" of questions as he prepares to write the next series of advancement exams.





The new computer program "MAD MAX" is expected to save man-hours for exam writers. However, before the new system is totally on-line, EAC Herman T. Lux and other exam writers must keystroke in questions from the test bank.

control," King said. The final quality check is for typographical errors and reproduction clarity.

In the past, exam writers have always compiled tests manually and every question was placed on a hard card. "When the statistics came back, they were also attached to the hard card. That way all your statistics and history of every item was on a three-by-five card," King said.

Such is not the case since technology has made its way to NETPMSA. This year an automated computer program called "MAD MAX," was developed. All items in the test bank and their statistics are now loaded into the computer, eliminating the rows and rows of file cabinets. The information on the hard cards has to be placed into the computer system, which will take many man-hours. However, according to King, it will make the job easier for the exam writers in the long run.

Writers do more than compile the exams sailors take every January, March and September. "We take the exams the same day candidates do — we take them all," Power said. That adds up to both writing and taking seven exams each year — three E-4 to E-6 exams each cycle and one for E-7. "The day we take the exam, we go through the answer sheet. That way we see if there are any problems since the time we wrote the exam."

Sailors can make legitimate inquiries to NETPMSA, via their command, regarding any exam item that they feel is questionable. It is always best to fully research the item and have information or proof to back up your inquiry.

"We really delve into them," King said. "Sometimes we agree, sometimes we don't. Whenever we find out that we were wrong, we admit it and make changes. We have to delete the item from the exam. There are no trick questions. There is only one clear-cut answer. Some of the distracters may cause you to stop and think, but that is how the exam is designed."

The best advice to all advancement hopefuls is to complete the rate training manual, Power said. "Then, dig into any references given in that manual and any references that are in the advancement handbook." The bottom line — you have to study."

"It's a rank-order examination," King said. "We know that everyone is qualified — your command recommended you — now the question really becomes 'who is best qualified?' Those are the people who are going to be advanced." □

Bashore is a staff writer for All Hands. Bartlett is the assistant editor of All Hands.

considered valid. Each exam has 90 control items as a minimum. Once an item appears on an exam, it is locked out of the bank. The question can't be used again until that test has been administered and all the statistics are available for each control item used on an exam.

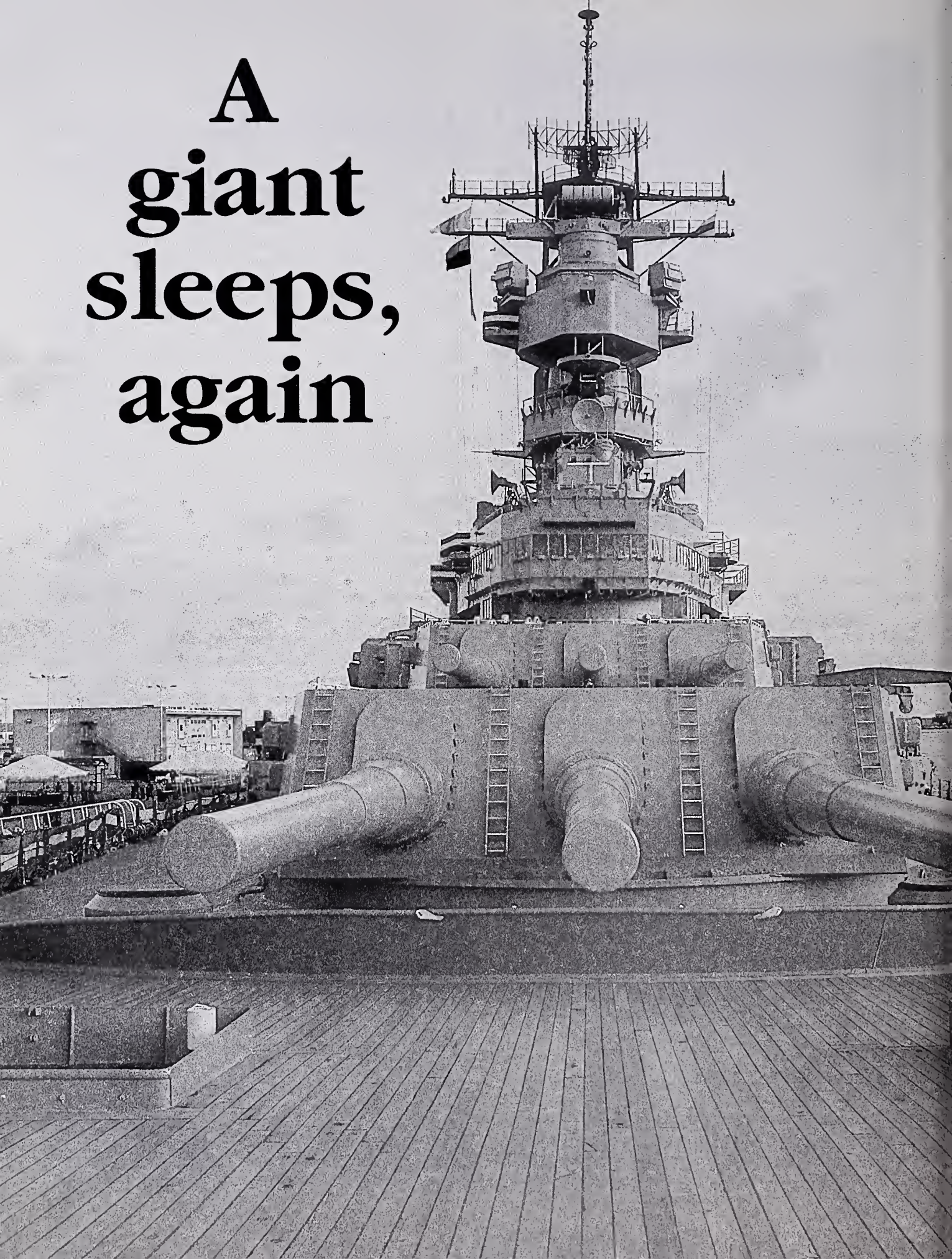
These statistics inform test writers how many people took the test, when the question last appeared and the number of examinees who answered the item correctly. The results determine if the question has validity. An item is considered questionable if a majority of sailors responded incorrectly.

"We analyze the question to find out what led to this erroneous response by so many people," King said. "Quite often we find out that there is a change in an instruction or policy, or a change to the emphasis of training. It is also possible that a misprint may mislead the people taking the exam. If we can find a reason for the erroneous response and the reason prevented the individual from responding correctly, we'll delete the question from the exam."

All questions on exams are the responsibility of the exam writer currently assigned to your rating. "We select which occupational standard to write against," Power said. "Each question must be worded correctly so it is understood."

Once a rough draft of new questions is complete, education specialists check it for language, readability and punctuation. It is also checked by branch heads and technical advisers. "There are five people who review the questions — two from the technical standpoint, two from the educational standpoint, and one from quality

A giant sleeps, again



Closing the book on the battleship Navy

Story and photo by JO2 Jonathan Annis

My last watches aboard USS New Jersey (BB 62) were on roving patrol.

It was late 1990 in Long Beach, Calif. The battleship was in drydock preparing for decommissioning in a few months. The crew lived in barges nearby. The only life left inside "Big J"'s armored shell was in my memory.

My watches were more than thorough. For once, I took myself on a tour through just about every space aboard, seeing them all for the last time; saying goodbye.

"Haunting" is probably the best word to describe the experience. Systems that once hummed, hissed and sweated lay still, shrouded like ghosts in plastic bags and brown paper.

I couldn't be quiet enough. The cold, metallic screech of every turn of a dog on a watertight door was awesome. The hollow echoes of every footfall reverberated down and back along the narrow, winding passageways.

For years, thousands of shouting men had coursed through these same passageways like cells in a bloodstream. The blare of the 1MC, the perpetual rumble of massive steam-driven engines, the signature thunder of 16-inch guns — all had impressed upon me that the ship was a living, breathing thing.

The idea made it easier to give tours. I would say the ship fired salvos in World War II, Korea, Vietnam and Beirut; the ship did this . . . the ship did that . . . I was aboard when "this" happened.

Catchy headlines and colorful accounts by the press reinforced the idea, personifying New Jersey with "battleship pride" or "firing in anger." Lately we were hearing that the battleship was "dying."

That gave me something to think about in the hushed belly of the battleship. There, I sensed a pervading feeling of sadness, not spooky at all.

This isn't going to make much sense to anyone who hasn't been aboard a dying ship, but there I also realized the sadness could only be my own.

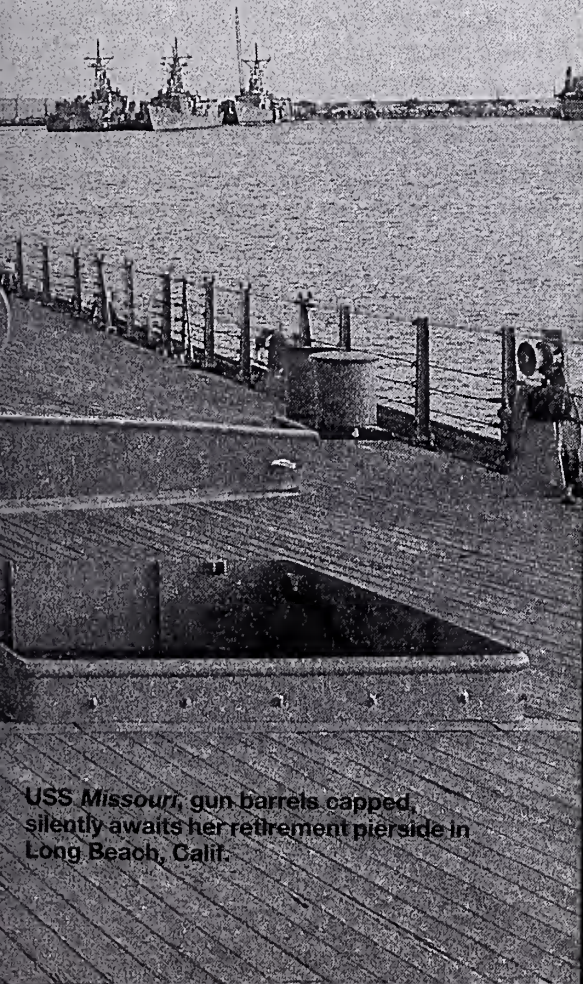
When the battleship "died" in February 1991, the crew collectively mourned. As could be expected, the press photographed long faces, tears, et al.

It was all in the next day's paper and, I would suppose, promptly forgotten the day after by a majority of the public. But what couldn't be photographed was that piece of New Jersey that every sailor kept alive in their hearts and minds. We knew each of us was part of something special — we were the battleship New Jersey.

Aboard USS Missouri (BB 63), that "other" battleship we shared a pier and friendly rivalry with, I'm sure some sailors had experiences much like my own. Aboard 75 ships scheduled for decommissioning this year you'll find even more. And there will probably be quite a few of us in the next five years.

Our ships can be decommissioned, but we won't easily forget where we invested a portion of the best years of our lives.

I know I won't.



USS Missouri, gun barrels capped, silently awaits her retirement pier-side in Long Beach, Calif.

“Mighty Mo”

A teakwood bastion of tradition is the last to go

Story and photos by JO2 Jonathan Annis

Taps” played, the pennants were hauled down, and “Mighty Mo” left the Navy’s active rolls March 31.

USS *Missouri* (BB 63) sailors in full dress blues stood at regular intervals. They spanned tiered decks embraced by red, white and blue bunting and dotted the battleship’s distinctive gray profile. The image of ship and crew was crisply outlined in clear, blue skies following a light morning rain in Long Beach, Calif.

“I think it was God’s way of expressing his grief,” said VADM Robert K.U. Kihune. The assistant Chief of Naval Operations for surface warfare assured the audience that *Missouri* “will sleep the sleep of heroes.”

The pristine setting was a sharp contrast to the storms of USS *Iowa*’s (BB 61) decommissioning two years ago, allowing those in attendance a time to reflect.



For those witnessing *Missouri*’s retirement, the historic BB 63 was more than just a ship. She represented a commitment to world peace and stability. Beside the speaker’s podium, in front of the second turret, a brass plaque set into the deck pinpoints the location of another scene where the sun broke through the clouds over Tokyo in 1945.

World War II ended there Sept. 2, 1945, only a year after *Missouri*’s first commissioning, when Admirals Chester W. Nimitz and William “Bull” Halsey, Gen. Douglas MacArthur and allied representatives accepted the surrender from a humbled Japanese delegation.

She represented a resolve to defend that peace. On that same turret is painted the number of 16-inch shells fired during the Persian Gulf War. *Missouri* brazenly entered a mine field to launch nearly 800 rounds and 28 *Tomahawk* cruise missiles on Iraqi targets.

She was held in awe overseas as a modern example of American ingenuity. No other nation could field such a ship, viable not only as a formidable close-in heavy gunfire support platform, but also a very visible means of bringing cruise missiles to sea.

She was a classic example of Navy might. Within the 23-mile range of her massive 16-inch guns, no target could deter a 2,700-pound projectile from its path. Her 17-inch thick steel armor gave sailors an added, unparalleled sense of invulnerability.

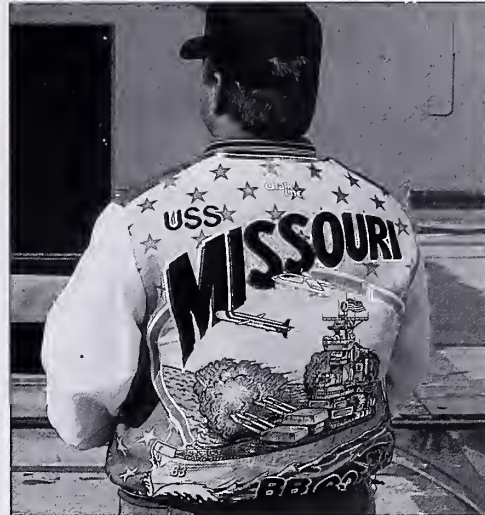
She was a bastion of tradition reaching back to times when there were iron men, and wooden ships were rated “ships of the line of battle” by their number of cannons.

Great pride in seamanship meant her more than one-acre of teakwood decks would be “holystoned” — scraped clean with notched sandstone blocks worked back and forth with a pole. The story goes that anything that could make a seasoned sailor bow and encourage the name of his maker so much must surely be holy.

Missouri was legendary in movies. Her likeness graces the shelves of many a back-room modeler and, believe it or not, a Turkish postage stamp. More recently, she even co-starred in a Cher music video.

Finally, *Missouri* was a magnet for the nostalgic on her last cruise to Pearl Harbor as centerpiece for Operation *Remembrance*, to commemorate 50 years since the Dec. 7 aerial attack that crippled the U.S. battleship fleet in

***Missouri* sailors depart the Navy’s last battleship following her second decommissioning.**



Left: Japanese Foreign Minister Mamoru Shigemitsu signs the formal surrender aboard *Missouri* in Tokyo Bay, as Gen. Douglas MacArthur and Lt. Gen. Richard K. Sutherland look on. Forty-seven years later, *Missouri's* name still evokes pride in her role — both in war and peace.

U.S. Navy photo

the Pacific. Now she lay silent, high in the water, gun barrels capped.

Commanding Officer CAPT A.L. Kaiss, who was a toddler when the battleship was first commissioned in 1944, and a teenager when she was decommissioned in 1955, crossed the brow and entered the ranks of his officers to wish them farewell.

Retiring with her, Kaiss had earned the distinction of being perhaps the only 20th century CO to both commission — in 1986 — and decommission his ship.

In a touching speech from the Surrender Deck, Kaiss thanked the thousands of former crewmen, families and friends for coming. During rehearsals the day before, he had reminded the assembled crew that they were the "last, and best, of the battleship sailors."

A mixture of sorrow at the end of their legacy and happiness at memories of glory contorted the faces of two generations of battleship sailors. One of the first to arrive was Chief Equipment Operator Richard A. Hoffman, a naval reservist with one sleeve heavy with 12 gold stripes — stripes denoting a career that has spanned the entire 48 years of *Missouri's* existence.

The wrinkled veteran gazed thoughtfully at the smooth, graceful lines that belied the age of the behemoth before him.

"I've seen quite a few battleships come and go," he said.

For Hoffman, the battleship is a symbol of lessons

learned the hard way by America. She was commissioned in war and was being decommissioned in peace, having seen the end of the empires of fascists, communists and battling the likes of Saddam Hussein. *Missouri* should be preserved, Hoffman said, if only to look at once in a while and remember. "It's wonderful to be able to see the last battleship. Only thing is, I think they should keep them."

A number of crew members were sorry to see her go as well.

"It's kind of a sad ending to a great ship — the battleship Navy being a fine leader in history and

tradition," said Boatswain's Mate 2nd Class James B. Odell Jr. "We would pull into any port in the world with the battleship — everybody would be right there just admiring her."

Gunner's Mate (Guns) 1st Class Lansing Wilson

explained that he'd been in "gunner's mate heaven" working in the 16-inch gun turrets. He started working with *New Jersey* when she was recommissioned in 1982, went to *Iowa* in 1984, and eventually to *Missouri* in 1988. "It was the highlight of my career," he said. "How do you follow up a battleship?"

"I hated to see the battleship go," Wilson said. "I'm one of the original (second commissioning) plankowners still left here, and I just hate to see her go."

Some had tried for years to get on the battleship. GMG1 Kenneth King of Independence, Mo., took a job in

**"Let us pray that peace be now
restored to the world and that God will
preserve it always."**

**— Gen. Douglas MacArthur, on the
Missouri Surrender Deck, Sept. 2, 1945.**

Right: *Missouri*'s 16-inch guns fire salvos at Chong Sin, North Korea. The dreadnought's 2,700-pound projectiles were fired in anger during World War II (Opposite page), the Korean War and the Persian Gulf War. Below: Mighty Mo's guns are now capped and silent, and the giant sleeps again.

the small-arms locker, if only to tell people back home that he'd served aboard his state's namesake.

"There's a lot of pride at home," King said. "This was the only battleship I wanted. They commissioned her; I tried to get on her; they said she was full. I tried other commands first, but I'm glad I got on *Missouri* in time."

King discussed statements made by U.S. Rep. Ike Skelton, the keynote speaker at the ceremony. Skelton made historical references to past military drawdowns and warned of taking current reductions to the point of unpreparedness.

For the time being, King hopes the battleship will be as well-preserved at Bremerton Naval Shipyard, Wash., as she was for the three decades between her last two commissionings. "Obviously we can't get her to *Missouri*," he said.

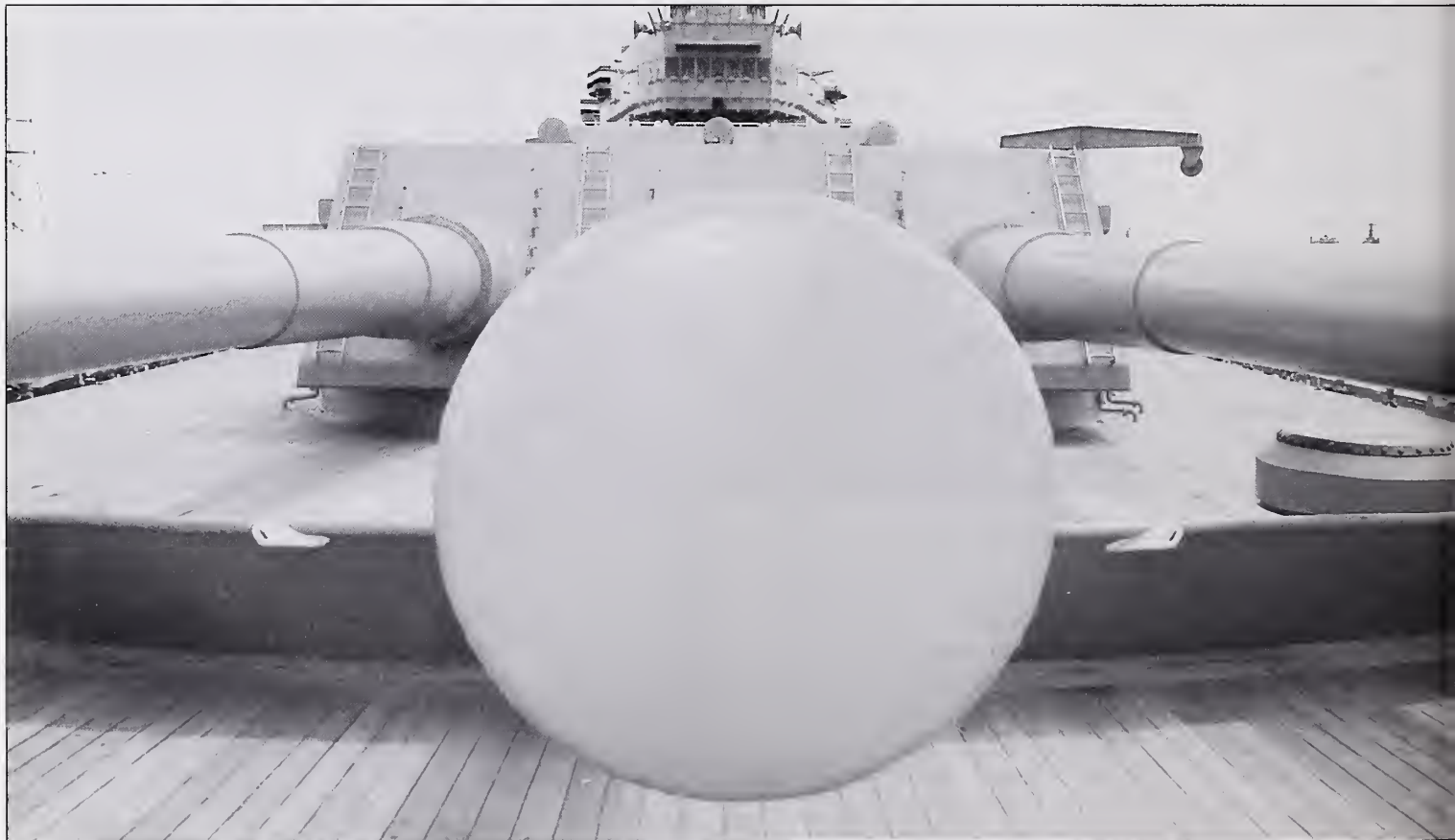
After the ceremony, a World War II *Missouri* veteran, former Seaman 1st Class Tex Zimmerman, spryly toured the ship with one of his shipmates. Every other sentence began with, "*Remember when . . .*"

He pointed toward the fantail where a kamikaze



attack rudely interrupted a movie for the crew. He also pointed out the area where a five-inch gun mount was replaced by missile decks.

"I was loading 5-inch ammunition in mount 9 fast as the daylights when that other kamikaze crashed aft," Zimmerman said, recalling a too-close-for-comfort photograph of a Japanese *Zero* that almost became as famous as the images of V-J day. "I don't know who hit it, but if we hadn't, I wouldn't be here today."





Keeping ties as a member of one of several battleship associations represented there, Zimmerman was impressed with the ceremony. "It kind of made goose chills . . . sort of shed a few tears on that one."

But he was at least as impressed with the ship's appearance. "Can you imagine holystoning the decks like that? It's immaculate!" Zimmerman said, tapping the almost bleached-white teak with his toe. "It's cleaner and prettier now than I've ever seen it — than when she was first commissioned."

Donald Feltz, a former *Missouri* messcook, made a pilgrimage with his son, Naval Reserve LT Robert Kroeger, both from Ohio. Feltz recalled *Missouri's* longtime relationship with President Harry Truman, a native Missourian. Margaret Truman, the president's daughter, had originally christened the ship.

At one time, *Mighty Mo* was called the "floating White House," ferrying Truman and his family from Rio de Janeiro, across the Equator (Neptune received more ruffles and flourishes from shellbacks and pollywogs than did the president) and then back to the United States following deliberations leading to the Rio Pact of 1947, which secured peace in the Western Hemisphere.

"When Truman came aboard in Rio, I helped cook his breakfast, and we ate with Harry and Margaret. He was always trying to get away from the Marines — his guards," Feltz said. "He liked to sneak out early in the morning and take walks about the decks."

Stories from Feltz, and a desire to get into the action of the Persian Gulf War compelled Kroeger to make repeated requests to serve aboard. He finally got his wish with special orders for three weeks in October 1991.

"When I got my orders, we talked about it briefly," Kroeger said. "He was really proud of the ship, and was glad to see me get to spend a tour aboard."

"In fact, he dug out some of the pictures he had, and I brought them with me. In one of the pictures, he sat on the middle barrel of the turret there. He said I had to do it," Kroeger said. "So when we got under way, I crawled up on top of number-one turret and did the same thing."

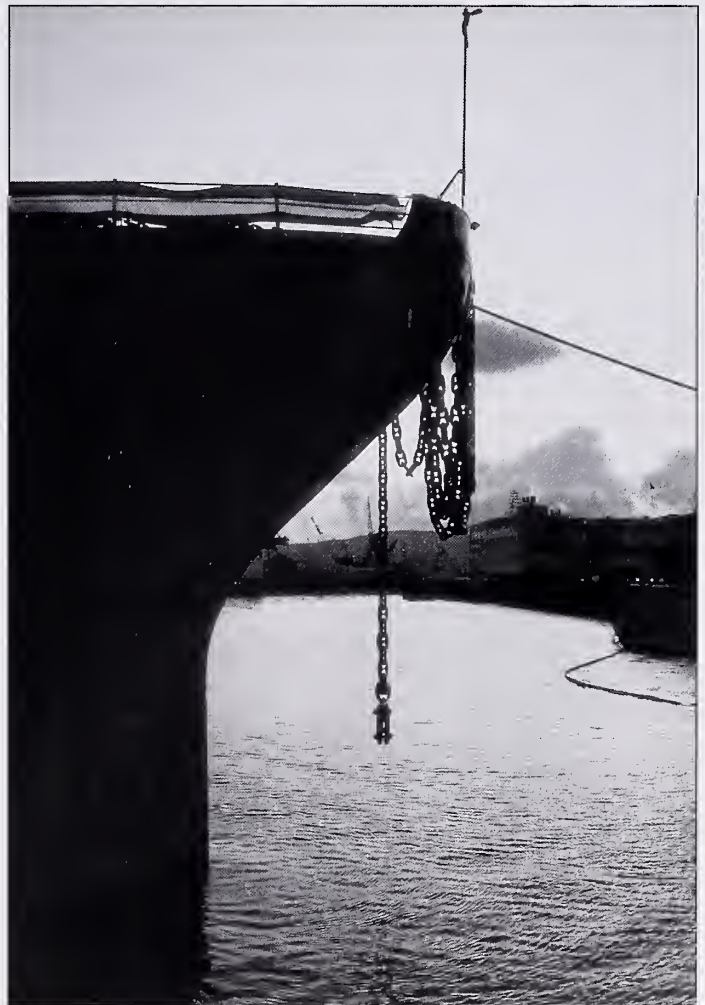
"I look at the decommissioning as something that had

to be done due to economics," Kroeger added. "But again, it's sad to see such a ship be decommissioned."

"The ceremony went along well, I think," Feltz said softly. "The ship's in good shape . . . brings back a lot of memories. Yep, a lot of memories."

"She did her job," Feltz said. "Time to rest for a while." □

Annis is assigned to NIRA Det. 5, San Diego.



Raider reflections

Story by JO1 Barbara J. Lawless

I was eating breakfast aboard USS *Hornet* (CV 8) when I first heard the guns," said retired Air Force Col. Henry "Hank" A. Potter. Task Force 16 was firing on Japanese picket boats that, having spotted the ships, were feared to have radioed Tokyo about the top secret mission.

That daring mission was the first bombing of the Japanese mainland April 18, 1942. Potter was the navigator in the lead B-25 *Mitchell* which was piloted by the mission's leader, then-Lt. Col. James H. "Jimmy" Doolittle.

"When the announcement came to man the planes, what with all the pre-flights, I didn't really have any time to think further ahead than 'Will we get the airplane off the deck?'" Potter said.

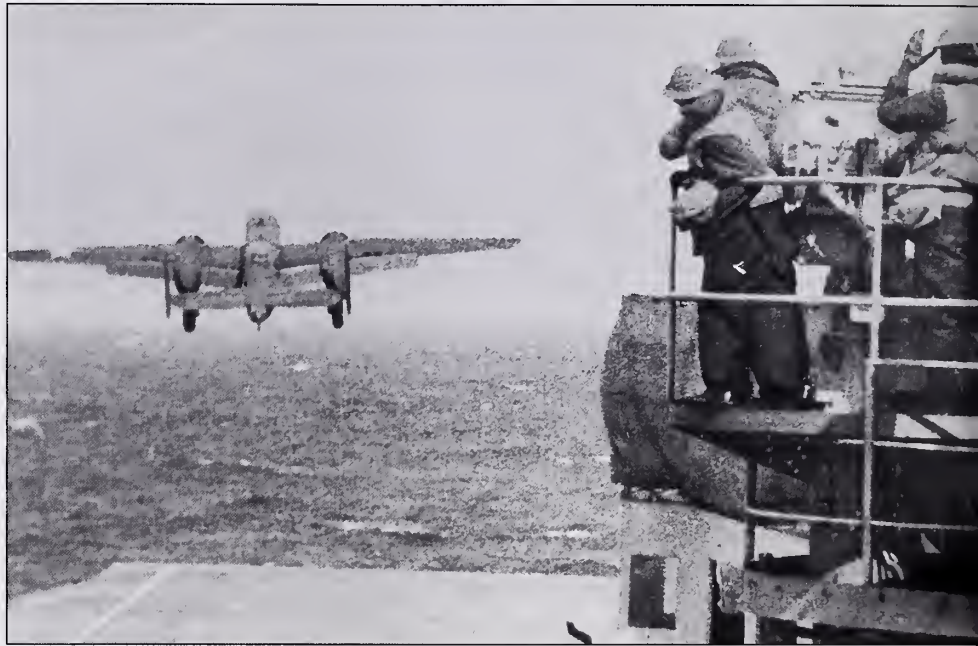
They managed, in a heart-stopping moment, to get airborne. No one was more relieved than Travis Hoover, who piloted the second plane. "Doolittle set a good example. Thank God he was up front!

"I don't want to sound heroic or dramatic about it, but I figured I would fight until the war was over or I was dead," Hoover said. "Each time I went on a mission I figured it would be my turn later, not this time, so I just kept on. I got in 73 missions before I quit."

"We finally got the Navy straightened out once we got aboard," grinned Charles "Chuck" McClure, navigator of the seventh plane.

"The Navy personnel knew nothing about our mission and weren't very kind to us when we first boarded," McClure said, referring to the traditional interservice rivalry.

But that attitude changed "after CAPT [Marc] Mitscher came on the bullhorn and said 'Now hear this. The Army personnel are going to bomb Tokyo.' So we declassified the mission for the 'seaweeds,' as we jokingly called the sailors.



A U.S. Army B-25 *Mitchell* takes off from USS *Hornet* (CV 8) April 18, 1942.

"We hit five cities with 16 airplanes," McClure added. "The tonnage of bombs was very small, just enough to let them know we could do it."

Of the 16 airplanes to take off, only one made it back to friendly shores. "The Japanese found 15 airplane wrecks, but got very few airmen," said Tung-Sheng Liu who, as a young English-speaking Chinese man, played a critical role as interpreter between surviving raiders and various Chinese factions to help the downed airmen escape.

"Japanese soldiers on horseback searched for them," Liu said. "They killed anyone who had an American candy bar (an innocent gift left by the raiders)." During a three-month campaign, 250,000 Chinese were slaughtered by vengeful Japanese soldiers. Liu later emigrated to the United States and was designated an honorary "raider" by grateful crew members.

Bill Gibson, who was an 18-year old photographer's mate second class, knew "something was up" when he saw Doolittle aboard *Hornet*;

by 1942, the 45-year old pioneer aviator was already a legend.

"We were told the first or second day out from Alameda that we were going to launch an attack on Japan," Gibson said. "The entire crew just cheered like mad.

"My job that morning was to shoot flight deck activity," Gibson said. "Everyone aboard the ship was uptight, believe me."

In addition to the tension, the weather was also a problem. "We had green water coming over the flight deck," Gibson said. "The only ones who would stick their heads above the flight deck were the cameramen, landing signal officer and the flight deck officer.

"I loved newsreels," Gibson said, "and I said 'One day I'm going to photograph history!'" On that stormy April morning in 1942, he did just that. □

Lawless is assigned to Naval Reserve Public Affairs Center, Det. 220, San Francisco.



Doolittle Raid revisited

Fifty years later, historic raid re-enacted

Story by JO1 Barbara J. Lawless, photos by JO1(SW) Joe Gawlowicz

The American B-25 *Mitchell* bombers revved up on the carrier deck. As their crews conducted pre-flight checks, they were too busy to consider the risks.

On the bridge, Quartermaster 2nd Class Carl Nelson turned the carrier into the wind.

Aware of the mission's historical

Above: Fifty years after the daring carrier-launched bombing of the Japanese mainland, a B-25 *Mitchell* is launched from USS *Ranger* (CV 61).

importance, photographer Bill Gibson intently filmed the action.

The distinctive sound of the B-25 held everyone's attention. The Navy flight officer signaled the launch was a go. Awkwardly beautiful with its 67.5-foot wingspan, the plane steadily headed toward the bow. The B-25 was airborne! A few minutes later, another roared into the morning sky.

Sound like an old black-and-white movie you once saw? If this scenario reminds you of the 1944 movie

"Thirty Seconds Over Tokyo," you're right — but not entirely.

On April 18, 1942, then-Lt. Col. James H. "Jimmy" Doolittle of the U.S. Army Air Corps led a secret mission from USS *Hornet* (CV 8) to bomb Japan — four months after the Japanese attack on Pearl Harbor. At the controls of plane No. 1, Doolittle had only 467 feet between him and the bow but confirmed his reputation as a crack pilot. Fifteen other crews took their cue from him.

After dropping their bombs on Tokyo, Yokohama, Kobe, Osaka and Nagoya, 15 of the planes crash-landed in China or the China Sea. Of the 80 crew members, three died, eight were captured by the Japanese and five were interned when they landed in Russia. Most crew members escaped, many after harrowing experiences, and returned to the United States. Others went on to fight in air battles over Europe.

The dramatic attack boosted American morale during the desperate days following Pearl Harbor, proving Japan was vulnerable. When news of the raid broke, an ecstatic President Franklin D. Roosevelt told the press the bombers had taken off from the mythical Shangri-la, a remark that mystified the Japanese.

A half-century later, the Doolittle Raid was re-enacted when two privately-owned B-25s took off from USS *Ranger* (CV 61). Participating in ceremonies before the launch were the original *Hornet* helmsman Carl Nelson, photographer Bill Gibson, three of Doolittle's "Raiders" and a Chinese interpreter who led many of the downed crewmen to safety.

The launch took place off the

coast of San Diego, and no enemy planes or ships lurked nearby.

For Nelson, the re-enactment was more than *deja vu*. For the second time in 50 years he stood at the helm when Army bombers were launched from a Navy carrier.

"Our speed was about 25 knots and I think the wind was about the same," said Nelson of the original launch. "That gave us about 50 knots of wind across the deck, which the pilots needed because it was a short take off. We didn't really know how important the raid was going to be.

"I was a 23-year-old quartermaster second in 1942," said Nelson. "The captain [CAPT Marc Mitscher] asked the navigator to make sure I had the wheel for the launch because I knew how to steer the ship real well."

Nelson survived *Hornet's* sinking

six months later. He spent 30 years in the Navy, retiring as a chief warrant officer 4, and now lives near Seattle.

CAPT Dennis McGinn, *Ranger's* commanding officer, was more than happy to let Nelson repeat his role in the historic event. "Fifty years later, Warrant Officer Nelson hasn't lost his touch," McGinn said.

Bill Gibson was a photographer's mate second class assigned to *Hornet*. A half-century later, he also recreated his original role, shooting movie film of the B-25 launchings for a documentary.

Like Nelson, Gibson survived *Hornet's* sinking by the Japanese Oct. 26, 1942, during the Battle of the Santa Cruz Islands.

Gibson, 68, rose to chief petty officer during his six-year Navy

Below: Two B-25s, *Heavenly Body* and *In the Mood*, maneuver around *Ranger's* flight deck, preparing for take-off. Right: Teresa Slye, one of the civilian crew members of the *Mitchell* bomber *In the Mood* cleans the aircraft's nose windows as *Ranger* sails from NAS North Island, Calif.



Photo by PH1(A) Carmen Yehba



enlistment and today runs his own production company in Montana. Of the re-enactment, he commented in film lingo, "It was a slow dissolve from 50 years ago."

In the original operation ADM William "Bull" Halsey, in charge of the joint operation aboard USS *Enterprise* (CV 6), made the decision to launch the planes early after Task Force 16 was sighted by Japanese picket boats. *Hornet* was 150 miles from the planned launch point. The crews took off in the morning, rather than when they would have the cover of darkness to protect them.

After the Army crews took off in

their B-25s the task force quickly returned to Pearl Harbor, preserving what was left of the Pacific Fleet to fight again another day.

How did the historic re-enactment come about?

"I'm interested in preserving American air power history," said Bradley Grose, son of a retired Air Force captain. "I got this wild idea, a pipe dream really, to launch the B-25s from an aircraft carrier again."



Below: A jubilant crowd cheers as *Heavenly Body* takes off. Right: Three *Ranger* aircraft handlers watch in awe as the massive bomber leaves the flight deck.



Photo by PHQM Terry Mitchell



Above: *Heavenly Body* crew member Ed Gustafson, wearing a vintage Army Air Corps uniform, describes the take-off to some spectators. **Right:** *Heavenly Body's* paint scheme depicts the figure for whom it was named in addition to the number of bombing missions flown and Japanese fighters downed by its namesake.

Grose, 31, is a director of the Eagle Field Museum, site of an Army Air Corps World War II training site in Southern California. He proposed the re-enactment to Doolittle in 1989 and was referred to the Doolittle Tokyo Raiders Association, Inc.

With help from people like retired-VADM William Houser, who was a member of Task Force 16, Pentagon wheels began turning. In January, Grose received word the re-enactment had been approved by DoD.

The assignment was turned over to Naval Air Force U.S. Pacific Fleet, in San Diego. Navy and civilian personnel had three short months to pull the event together — about the same amount of time as the original raiders.

The re-enactment reminded participants that the Navy cooperated with other services long before joint duty became a popular concept.

"The Army had bombers, the Navy had a carrier and together they did what neither could do alone," said RADM Richard A. Wilson, commander of Carrier Group 7.

Doolittle was the ceremony's



absentee guest of honor. Peter Doolittle, a quality engineer in the aerospace industry, read his grandfather's regrets: "Unfortunately, at 95 I am no longer able to travel and regret not being able to be with you and the fine men and women of the Pacific Fleet."

Since Doolittle couldn't participate, a small squadron of historic B-25 *Mitchells* and P-51 *Mustangs* flew 500 miles north to the general's home on the Monterey Peninsula. They dipped their wings in salute, releasing a cascade of red, white and blue carnations into the Pacific Ocean. Doolittle gazed skyward as the planes thundered overhead.

The civilian crews of the restored B-25s *Heavenly Body* and *In the Mood* were enthusiastic about re-enacting the historic takeoff. Modeled after a B-25 that flew 38 missions in the South Pacific, *Heavenly Body* has appeared in movies such as "Catch-22" and "For the Boys." *In the Mood* began life as an Air Force trainer and was later rescued from forest fire-fighting duty.

"When I asked my crew if they'd like to do this, they said, 'hell yes!'" said Mike Pupich, owner of *Heav-*

Right: The .50-caliber machine gun in the cramped nose of the B-25 was a crucial element in defending the aircraft against enemy fighters.

enly Body, the first plane off *Ranger*. "I never in my wildest imagination ever figured this would come to be."

Bob Lumbard, co-owner of *In the Mood*, didn't mind being in the backup plane. "I'll be the last man to get off a carrier in a B-25," he said. "It'll never happen again." □

Lawless is assigned to Naval Reserve Public Affairs Center, Det. 220, San Francisco. *Gawlowicz* is assigned to Public Affairs Center, San Diego.



Renaissance in recruiting



Why try recruiting?

Navy recruiters: building the future

Story by JO1 Lee Bosco

When sailors accept a tour in recruiting, they must ask themselves one all-important question: What kind of people do we want in the Navy? As much as any policy-makers, recruiters determine the quality of our shipmates, and they shoulder that burden of responsibility with pride.

According to Master Chief Navy Counselor (AC) Robert Robinson, force master chief for Navy Recruiting Command, the recruiter's task was, not long ago, much more difficult than it is today. He says changes in the way these "Navy salesmen" do business have made recruiting duty a rewarding and enriching experience.

"To understand recruiting today you first have to know one thing about sailors — they hate to fail," said Robinson. "For a long time the system was set up backwards, making it much easier to appear to have failed. The system put obstacles in the recruiter's path and, in some cases, made a tour of duty in recruiting very distasteful. Many of those obstacles have been removed, and we won't rest until they are all removed." For instance, paperwork — the time killer, he said. "It used to be that the recruiter carried a lot of the administrative load for recruits; now more and more of that load is taken up at MEPS (Military Enlistment Processing Station). Less paperwork equals more time to talk to people about Navy life."

An enhanced team atmosphere in the workplace is another change that has been instituted during the past three years. "We did away with the Freeman Plan, which turned recruiters into bounty hunters, rewarding some with chief's anchors for the number of people they got into the Navy," said Robinson. "It's been said that that was a contributing factor to a cutthroat environment at some recruiting stations."

Recruiters still have the opportunity to advance early, even to put on chief's anchors early through the Recruiting Meritorious Advancement Program (RMAP) and Recruiting Advancement Through Excellence (RATE). "But this process is more fair," said Robinson.



RADM Jon Barr, commander Navy Recruiting Command, has been instrumental in creating the renaissance in recruiting.

"A sailor who is eligible for RMAP or RATE has to face a careful selection procedure, which for advancement to chief includes a formal selection board of force master chiefs who review his or her entire service record. Each sailor is scrutinized very carefully, taking into account his past duty and job performance along with his current rating knowledge. Off-duty education and community involvement are also given weight. Of course, the applicant has to be a successful recruiter, but individual production numbers are not the make or break issue — they were with the Freeman Plan."

Another successful tool has been the policy to ensure recruiters get ample time to study and train within their rate. "We have become more aware that if we don't take care of the sailor's rate training while on recruiting duty, he can fall behind his peers in the Navy. His chances for advancement can suffer, so now we make sure that they get training time so they can keep current with the rest of their peers. Recruiting is a career-enhancing assignment, and we are doing away with the things that people have found to be drawbacks."

Added incentives, improved quality of life and increased recognition for recruiters are other "new concepts" that have made recruiting duty more attractive to fleet sailors.

RADM Jon Barr, commander Navy Recruiting Command, reported aboard during recruiting's transition period and is responsible for taking recruiting to new heights — not only in the number of people trying to get in the Navy, but also in terms of recruiter satisfaction and quality of life for the street-level recruiter.

"Balance is the key," Barr said. "We are working to strike a balance in our sailors' lives. Constantly upgrad-

ing the recruiter's quality of life and completing the mission go hand-in-hand. If a sailor who is supposed to be selling the Navy is unhappy with his quality of life, he probably can't project a positive image of the Navy. Applicants can sense that, and it can effect their decision about joining the Navy.

"We also have to balance the command-wide work load with the number of recruiters so we don't burn sailors out," Barr said. "We measure the workload and then ensure there are enough recruiters provided with the resources they need to meet the mission.

"How do we know what resources are needed?" Barr said. "One way is to ask the people who do the job, 'What will help you be even more successful than you are?' I spend a lot of time on the road visiting the districts — talking to my people. If you ask a sailor about his or her job he or she will have any number of suggestions. We listen and implement the ones that are feasible."

Recruiting duty in high-cost or difficult areas has been a turn off to the sailor considering a tour in recruiting, but a new incentive has proved valuable in overcoming apprehension that areas like New York City present to a prospective recruiter.

"Recruiting now offers sea-duty credit for certain areas," Robinson said. "Some people would say that's 'bull,' but I say, come and do my job . . . walk in my shoes."

Robinson feels that this kind of incentive is necessary because increased quality requirements, even in view of hard economic times in the civilian sector and the impending military drawdown, keep the recruiter's job challenging.

"Sure, we get more people asking about joining the Navy than we did 10 years ago, but we are much more selective about who we let in now," Robinson said. "A smaller Navy means a more cross-trained force, and we've found that not everyone who comes through the recruiter's door has the mental abilities we look for in good sailors. We can't take non-high school graduates; we can no longer afford "throw-away" sailors. And even if a kid has a diploma, that doesn't ensure he or she will get in. They have to do well on the Armed Services Vocational Aptitude Battery."

Barr also recognizes that selling people on Navy life can be a tough job. "About one-half of the recruiting force is made up of volunteers. They aren't the kind of people looking for an easy job; they're looking for a challenge."

He added that, in return for taking the "tough job," the rewards are great. "It is an important job. Recruiters shape the Navy. Since the Navy's greatest asset is people, recruiters have a major input in determining how good our future Navy is going to be. But at the same



Photo by PHC Kathleen Jaroski

In his job as Navy recruiting's Force Master Chief, NCCM(AC) Robert Robinson is able to provide input up the chain-of-command to the highest level.

time recruiting can be personally and professionally satisfying and fun.

"And after recruiting duty, those who return to the fleet go back better leaders," Barr said. "They are better communicators and very goal-oriented. The training they receive before they talk to their first applicant is valuable for the rest of their lives."

Considering the long hours recruiters put in and the unique responsibilities of the job, why do people volunteer for recruiting? Barr knows why.

"As I travel around the country, recruiters give me three reasons for taking the job. First, career enhancement — they want to succeed in the Navy, and they see this job as a great way to prove themselves. Second, many want to be stationed near home while on shore duty. Frequently, we are able to accommodate them. The third reason is that they want to give someone else the opportunity the Navy gave them," Barr said. "That's a particularly positive reason."

Those positive people are the candidates most likely to join the Career Recruiting Force (CRF), according to Robinson. "The CRF [sailors] are our own permanent recruiters. They know the job and have proven very successful at it. We rely on them to continue to train the fleet sailors who come to recruiting as well as getting good people into the Navy."

Getting good people into the Navy is the mission, and to those who are considering taking the Navy up on the challenge, Robinson says, "You are coming to a great organization where you will get all the support you need to complete an important and rewarding mission. And you'll be contributing to the Navy every day." □

Bosco is a photojournalist for All Hands.

Where angels fear to tread

If you can make it here, you'll make it anywhere

Story and photos by JO1 Lee Bosco

He leans forward and looks hard at the young man and woman seated across the desk. Outside, a squadron of police cars screams through Times Square enroute to another life-threatening emergency. He raises his voice to be heard above the wailing din of the sirens.

"How many turnstiles have you got?" he asks the young man. Even a minor offense, such as trying to sneak on the subway, can be important.

"None, I always pay the fare," comes the reply.

"Good," he says as he turns to the young woman. "Have either of you ever ridden in a police car. Now think before you answer . . . don't lie to me."

The woman is from a residential neighborhood in Queens. She is clearly taken aback by the question.

"Of course not," she stammers.

"Yes, but only once, and I wasn't arrested," says the man.

"Trouble with drugs? Have you taken drugs?"

"No way," they both exclaim.

"Good. I think I might be able to help you," says the Navy recruiter.

Machinist's Mate 1st Class (SW) Tony Castang is a man on an island in the heart of a city. His one-man recruiting station sits on a traffic island in the middle of New York City's famed Times Square. Encased by huge windows, he gets a fish-eye perspective of one of the most exciting and confounding pieces of real estate in the world.

"They all pass by these windows, rich and poor, young and old, sane and insane," he says. "The city unfolds right in front of me every day, and you can bet that tomorrow will be different. I grew up in New York, and to me, it's a great place. There's great food, Broadway plays, museums, lots of movie theaters, the Mets, Yankees, Knicks, Jets and Giants — the list is endless. Between my job and the city, I'm never bored."

Castang is an inner-city recruiter, and his unique location offers a host of advantages and disadvantages. "Being the most recognizable recruiting station in the world is a plus. People don't have to look up the address; they know I'm here. But the location can be a drag, because it seems like every poor soul in the city stops by to ask for coffee or money or shopping bags," he says.



"The Times Square area is a magnet for a lot of these down-on-their-luck people, and some of them use my station to get out of the cold or rain. They're not serious about joining, and they'll waste my time — time that could be spent putting qualified people in the Navy."

But other, more serious people find Castang's recruiting island a safe harbor in the eye of a storm of the city's lights and deafening roar. Castang offers the hope of a productive life to people surrounded by signs of despair. New York, as with many old cities, is showing the wear and tear caused by the use — and abuse — that generation after generation of city dwellers can cause. The problems faced by the men and women who seek out Castang are shared by residents of urban centers across the country from Detroit to Dallas, Miami to San Francisco. Rising crime rates, a drug culture that refuses to die and a shrinking number of jobs for a growing population all contribute to the large number of people who ask Castang, "How can I get in the Navy?"

"I've been lucky. I make goal each month mainly through walk-ins. That's an advantage of the high visibility of this station," Castang explains. "I do have to do my time pounding the pavement, handing out

pamphlets, but you would be amazed at the number of qualified people who just walk in the door at this location. I don't have to visit schools or spend hours on the phone to get quality people.

"Mostly they come to me hoping for a break. This city can be tough on young kids looking for a good future. Most of the prospects I talk to are just out of high school, or soon will be, and they see the Navy as a better life than this city is offering them right now."

Uptown, in the Bronx, the recruiting station on Fordham Road is struggling to life. Coffee is poured and phones begin to ring as the five recruiters begin their daily routine. One has been working since 5 a.m., having delivered potential recruits to the Military Enlistment Processing Station for their Armed Services Vocational Aptitude Battery tests or induction physicals. In the course of a single day the group will contact 200 men and women about joining the Navy.

They work out of an office building across the street from a small recruiting booth that straddles the Grand Concourse. This once prosperous thoroughfare, where affluent New Yorkers leisurely strolled and shopped in rows of unique stores, is a throwback to the Bronx's glory days of the 1940s.

Today, the avenue is still a mecca of consumerism with coffee shops and clothing and electronics vendors dotting the urban landscape, but many windows are covered by corrugated steel barriers, and police presence is ominous. Music blares from music stores, as well

Opposite page: "They come to me hoping for a break ... a better life than this city is offering," MM1(SW) Tony Castang, Manhattan. **Left:** "We want the ones who've grown up here and stayed clear of drugs and trouble ... they've already overcome adversity," AK2 Gloria Singleton, Queens. **Below:** "The city unfolds in front of me every day ... and tomorrow will be different than today," MM1(SW) Tony Castang.





Above: “The recruiting booth is just a hook, a place with the word Navy on it that they can walk into. We get them out of there pretty fast ... the real work of getting them into the Navy is done in an office across the street,” MM1(SW) Jose Munet-Trevino, Bronx. Right: “That’s the lesson of New York ... you can’t judge things by appearance. Our sign may have some graffiti on it ... but I defy you to find a more squared away office inside this building,” EN1(SW) Richard Sylve, Queens. Opposite page: “New York City isn’t all tenements ... this area could be in the suburbs of Atlanta or in a small town in New Jersey,” MM1(SW) Jose Munet-Trevino.

as individual “boom-boxes” carried by some neighborhood denizens as they hurry past. Graffiti and playbills cover the recruiting booth — visual testimony of the depths to which the community has fallen.

The Navy sedan eases to the curb. A throng of neighborhood residents eye the car and driver with detached bemusement as MM1(SW) Jose Munet-Trevino emerges from the driver’s side door. Milling around on the street corner and drinking from brown paper bags is a popular pastime here. But 2 p.m. on Tremont Avenue in the Bronx is probably the safest time of day for Munet-Trevino to be in this run-down neighborhood.

“I’m looking for a kid who was supposed to come into the office and talk to me about joining the Navy. I’ve been working on him for a couple of months,” Munet-Trevino says. “He’s a recent high school graduate — a good kid, with no criminal or drug record. He’s smart and would be great for the Navy, but I haven’t seen him in a few weeks. I know I’m racing against time on this guy. He’s got no job, and the longer he stays in this neighborhood without a job the better the odds are something will happen ... he’ll be in the wrong place at the wrong time. He could get arrested or be an innocent bystander in someone else’s violence. If anything like that happens, the Navy won’t even look at him.”

After checking the neighborhood, Munet-Trevino comes up empty.

“The old New York ‘nobody knows nothin’ attitude ... maybe they think I’m a bounty hunter. Sometimes I feel like I am,” he jokes.

“In this city [sailors] are somewhat of an oddity. They recognize the white hat, but they think you’re out of place,” he says. “The people like to give you a hard time, but more often than not it’s all in fun. I’ve heard it all in my two and one-half years recruiting in New York.”

He says New Yorkers have hurled comments from the humorous, “Hey Popeye, want some spinach?” to the snide, “Hey, sailor boy, lost your ship?” to the totally ridiculous, “Oh no, they’re sending in the Marines!”

“You learn to roll with it,” he says. “Even with all the talk, there is still a great amount of respect for the uniform here. The people try to get a reaction out of you. If you play along they accept you as one of their own very quickly.

“That does two things. It makes it safer for you to travel through the area when people know you *and like you*, and it can provide leads,” Munet-Trevino says. “If a parent sees me in the neighborhood getting along with the people, that’s a positive image of the Navy they remember and pass on to the kid.”

As he drives through the city streets the scenery changes. Tall, burned-out tenements framed by debris-filled vacant lots gradually give way to the clean streets and neat row houses of Kingsbridge, another neighborhood in the Fordham Road station’s recruiting area.



"This area is called the 'country club,'" says Munet-Trevino as he points out the window. "It's pretty crime free. Even the cops call it that."

The recruiter is working leads, names and addresses of people who have inquired about the Navy by phone, a postcard from a magazine or who have been referred to the Navy by a friend or relative. The people on the list didn't provide a phone number or don't have a phone, prompting a face-to-face meeting with one of the station's recruiters. Sitting in the front seat of the car, Munet-Trevino unfolds a computer printout. "This gives me a listing on a lot of prospective recruits. Now for the pavement-pounding part of the job."

"I'll match up as many addresses in the same zip code as I can find on the list and then knock on doors and introduce myself, and the Navy, to whomever answers," he says as he exits the car. "Usually they'll remember filling out the postcard or calling the recruiting station, and they're impressed that the Navy would take the time to pay them a personal visit."

True to his word, Munet-Trevino spends the afternoon chasing down leads. No answers come from many of the doors, but the ones that do open stay open, and the people listen attentively to his pitch. His attitude never changes, even after many false leads and a few negative

responses. "I'm upbeat, I like my job, and I like talking to people," he says. "I try to let that show."

Munet-Trevino is opportunistic. While searching for a nonexistent address, he sees a young man walking across the street. He stops the man and asks for directions. By the end of the brief conversation Munet-Trevino has determined that his lead printout has a wrong street number, but he's taken the chance meeting to begin a friendly dialogue about the Navy with the young man.

"That guy is a college student who hadn't considered the Navy," Munet-Trevino says. "He's in school now, but he said he might take a break between his freshman and sophomore years. He's coming in to talk. He may have never thought of joining up in the past, but he will be thinking about it in the future. I guarantee it."

"I didn't sell him a specific program or job in the Navy. We don't do that. I just planted a seed. I talked about the Navy as a good way of life and very generally about training and education benefits, but nothing specific. When he comes into the office I'll explain the different fields he could be eligible for. But for now, he knows the Navy is an option. That's enough to get him thinking."

As the early winter dusk descends, Munet-Trevino makes his way back to Fordham Road. It's been a good day. He has a couple of firm office appointments and the

“very promising” college student coming for an office visit in the near future.

In the course of one day the recruiter has fielded phone calls, completed paperwork, visited a high school and knocked on doors. “Just a normal day in the big city,” says the Navy recruiter.

Far across town, Seaman Recruit Juan Lachapelle exits the subway station at the Queensborough Plaza stop and takes the elevated walkway across 26th Avenue to the Long Island City recruiting station. The name Long Island City is a misnomer — it’s not on Long Island. The recruiting station sits in an elevated cluster of restaurants and stores one flight up from the mean streets of the Borough of Queens.

Lachapelle is in the Delayed Entry Program (DEP). He’s already sworn in and is waiting to go to boot camp. To him the past three months have felt like three years. One day each week he reports to the recruiting station to pass the time productively.

Lachapelle enters the small Navy office and is immediately accosted.

“Did you request permission to come aboard?” a uniformed sailor yells at Lachapelle, who is decked out in civilian clothing.

“Is that the way you’ve been taught to enter a room?” a woman sailor inquires in a gentler tone.

“You know the proper procedure! Now use it,” says the male recruiter. Lachapelle retreats quickly and pounds the door. Three resounding bangs fill the office.

“Request permission to come aboard,” he bellows, followed, in a small voice by, “I’m sorry, I just forgot.”

“He forgot,” the woman repeats as she shakes her head in mock disbelief. “Well, in a few months you’ll be in boot camp, and they won’t want to hear ‘I forgot.’”

“Permission granted. Enter,” she says.

The recruit advances into the room, and instead of standing at attention, he settles casually into a nearby chair . . . starting the entire cycle again.

Aviation Storekeeper 2nd Class Gloria Singleton carries a special fondness for the city and its people. That’s why she took the challenging job of recruiting in Long Island City.

“I’m from Albany, so the city is not too much of a culture shock. But still, New York can be a tough nut to crack,” Singleton says. “We don’t always get upper mental group applicants, and if a kid doesn’t have the scores, there’s only so much we can do to help.

“The task is to find people who have already overcome adversity. The ones we want have managed to grow up here, stay out of trouble and off drugs. A high school diploma is a must . . . we get a lot of dropouts asking



about joining. But if someone hasn’t been able to make a four-year commitment to school, they are probably not going to be able to cut it in the Navy.”

The rewards more than make up for the disappointments, according to Singleton. “I’m helping people just like a recruiter helped me,” she said. “And, after you are able to help them, 99 percent of them come into the office on leave and say those magic words, ‘Thank you.’ Those two words help you get through whatever problems you’re facing that week.”

It’s not surprising that new sailors come back to the office to thank the recruiters. “By the time the average recruit ships out, we’ve established a strong bond with the young man or woman,” she said. “We talk to many of them before they graduate from high school. We’ve met their teachers and kept an eye on their grades. We’ve taken an interest in these kids. That’s a first for some of them. Sometimes I know more about their academic progress than their parents do. When someone knows that the Navy is pulling for them to turn that ‘C’ into a ‘B’ it creates trust, and trust is the name of the game in this part of the world.”

Her partner in the two-person office is Engineman 1st Class (SW) Richard Sylve, a Kentucky native who has learned to adapt to the city. He has also developed an appreciation for the diverse lifestyles of the “Big Apple.”

“You know, you can’t judge people on how they look or the clothes they wear,” Sylve said. “That’s the first thing I learned. Because underneath all that hair you just might find a great sailor.”

Sylve and Singleton consider recruiting harder today than ever before. Higher standards and fierce competition among service branches have made finding that



Above: "When I visit a high school I know these kids have heard it all before. If I tell them the Navy is the greatest deal, that what we offer is too good to be true ... the student will look at me and tell me 'Yeah, it probably is. See ya,'" MM1(SW) Jose Munet-Trevino. **Left:** "I can't wait to go ... the sooner I start [boot camp], the sooner I'll learn my job and see the world," SR Juan Lachapelle, Queens.

great recruit a difficult endeavor. And once the recruit has been identified, scored well on the entrance test, cleared a background check and passed the physical exam, there is still one more obstacle — a six-month wait for a slot in boot camp.

That delay, between the day a recruit enlists and the day he ships out to recruit training, provides plenty of time to get cold feet or, even worse, to get into trouble. Still, Sylve says having a group of psyched-up soon-to-be-sailors can be useful.

"They are great at finding qualified people to join," he said. "They spread the word about the Navy, and in return we have the ability to recommend them for advancement to E-2 or E-3 before they go to boot camp.

"We've got to keep track of these people for six months or so, and it takes time from the recruiting side of the job," Sylve said. "But we use the time to set them up on a training program and try to teach them as much about the Navy as we can before they go to boot camp. So in the long run it helps them."

Singleton or Sylve will meet with each recruit at least once a month for formal training.

"We show videotapes about life at sea, teach them how to enter a room," Singleton said. "They learn the chain of command, and we try to give them an idea that they are now part of a team. When they come home on leave they all say the training helped them at boot camp."

Aside from formal training, each recruit must come into the office three times a month to help with paperwork and answer phones. "We give them responsibility and let them know that, in the Navy, every job has to be done correctly," explained Sylve. "The paperwork

gives them a good idea of how the Navy runs, and the phone skills teach them to be respectful. They get the feeling that they're really a part of the Navy."

Lachapelle will soon leave his home and travel to recruit training in Orlando, Fla. He says he's been well-equipped by Singleton and Sylve to face the rigors of boot camp and, following that, the real Navy.

"They've been great!" he said. "When I first thought about going in the Navy, I didn't know what I was getting into. Petty Officer Singleton and Petty Officer Sylve explained a lot about the Navy. I decided it was the right thing for me. The wait for a spot in boot camp has been the only bummer. I want to go now.

"The sooner I start, the sooner I'll learn my job and get to see the world."

From her desk she watches the young man she put into the Navy as he answers the phone.

"U.S. Navy, Seaman Recruit Lachapelle. Can I help you, please?" he says.

She looks out the window at the subway train as it roars past the elevated platform across the street carrying hundreds of New Yorkers into Manhattan.

The phone call is for her.

Into the receiver she says, "Well, I can't tell if the Navy would be good for you over the phone. Why don't you come over to our office and we'll talk about you and the Navy?" She listens.

"Sure, I've got time today. Is 1300 a good time for you? Oh, right. That's one o'clock."

Singleton replaces the receiver on the phone and leans back in her chair. "So, now it starts over again. The whole drill — the talking, the checking, the testing, the teaching, the waiting, but most of all, the helping. You know, I really like this job," says the Navy recruiter. □

Bosco is a photojournalist for All Hands.

Navy blue or BDU?

Recruiting among a sea of uniforms

Story and photos by JOCS Robert C. Rucker

Everywhere you look in Charleston, S.C., there are telltale signs. As you drive toward the city on U.S. Highway 17 or Interstate 26, large white on green signs point you toward the "Naval Base" or "Air Force Base." Barber shops advertise military haircuts. Dry cleaners proclaim one-hour service on uniforms. Around you many fellow travelers drive vehicles sporting red, green or blue Department of Defense parking stickers. No doubt about it, you're in a military town.

For six Navy recruiters working in one of two Navy recruiting stations serving this Southern coastal city, the fact this is a military town has both pluses and minuses.

"Every high school student in Charleston knows someone in the Navy," said Patternmaker 1st Class James Bell, the station's recruiter-in-charge (RINC). "Their impression of that sailor, or sailors in general, determines how hard we have to work recruiting them. If they see sailors as good people, like their neighbors with families and kids their age, it can be easier. If they see them out raising hell and trying to date their sister, it can be tough."

"On the other hand," said Chief Quartermaster (SW) John DeWaard, "they're just as likely to know someone in the Air Force, Marine Corps, Army or Coast Guard. Charleston has elements of all the services. The Navy certainly doesn't have a monopoly."

Still, the six agreed their job was likely to be easier than that of recruiters working in other areas of the country.

"Just being in the South helps," said Chief Boatswain's Mate (SW) Bob Edwards. "When your father and uncles and cousins have all served

tours in the military, there is almost a 'family tradition.' That's very common here. So they'll give young guys advice about the different branches."

According to Gary "Fritz" Love, that's exactly how he came to join the Navy. Love, who's a senior at Wando High School in Mt. Pleasant, S.C., is currently in the Navy's Delayed Entry Program (DEP) awaiting going to boot camp next February in Orlando, Fla., and then on to photographer's mate "A" school.

"My dad was in the Marine Corps," Love explained. "Once I

decided to talk with the recruiters, I asked him what he thought. He didn't push me toward any particular branch or keep me from any. His advice was, 'Talk to all of them, then see who gives you the best deal.' That's what I did, even though I was leaning toward the Navy from the start. In the end, they just had more of what I wanted."

Trying to get what an applicant wants is only part of the recruiter's job. Even in a town like Charleston, where familiarity and tradition can help bring potential sailors in the



“... that I will bear true faith and allegiance to the same...”

recruiter's front door, it can take months of hard work by the recruiting station as a team to get qualified applicants who meet the Navy's increasingly high standards.

"Team is the right word," Bell said. "Each recruiter has different strengths and weaknesses, just like sailors in any division aboard ship. We try and use their strengths and help them improve in their weak areas. We also know the Navy needs a certain number of new people and that translates into goals for each station.

"Individual recruiters may strive to reach personal goals to help the station, but individual 'quotas' are

Left: Putting sailors in the Navy requires lots of time behind the wheel for Navy recruiters. Below: Fritz Love (left) talks to FR Joseph Cassidy with the Navy Hometown Area Recruiting Program, fellow DEP participant Nader Bir and BMC(SW) Keith Walrath about his future. Right: Walrath and Cassidy discuss recruiting near USS Maine's anchor on the campus of the Citadel.

gone. Used to be you had better make quota or expect to go up before the 'old man.' Do it too often and you'd get fired — sent back to the fleet with lousy evals. That could ruin your career. Now, unless you're really not trying and are repeatedly ignoring the advice, counseling and directions of the RINC and zone supervisor, that doesn't happen."

Working as a team also means each recruiter has to develop his own style or manner in which he or she successfully shows the Navy to potential sailors.

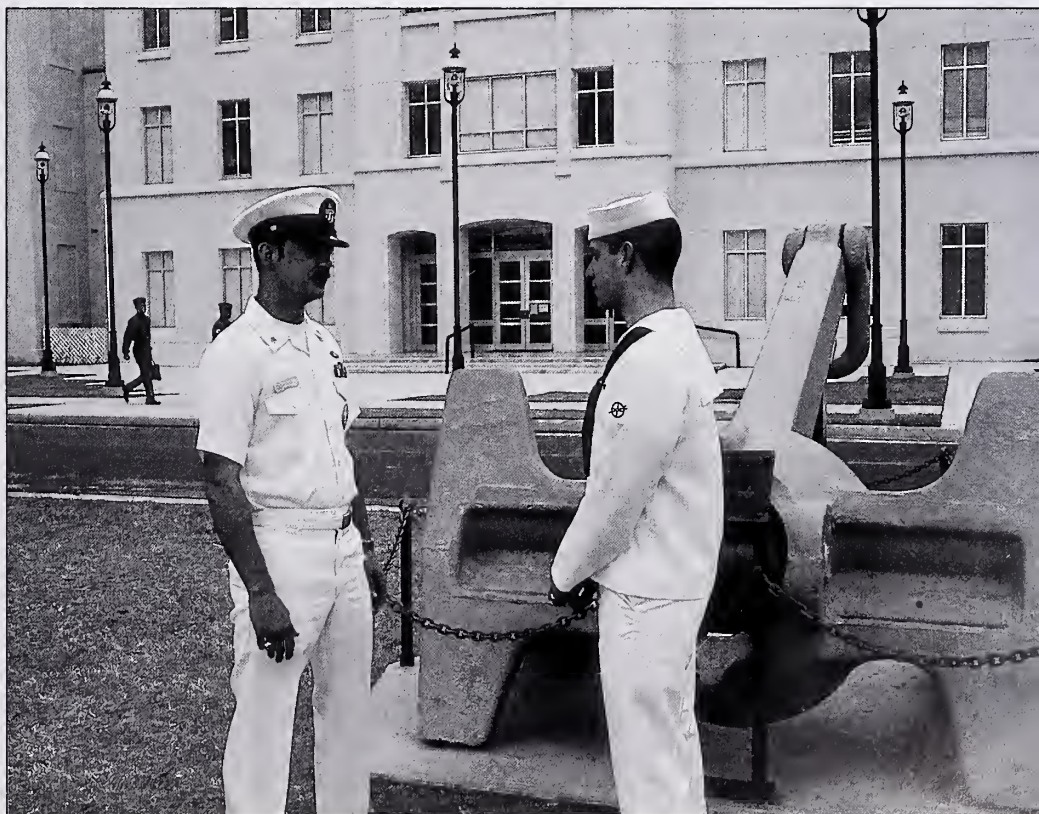
What may work for one recruiter would be awkward and sound completely phony coming from another. Learning that style starts with the recruiting orientation course but fully blossoms in the field, given time and the proper attention.

"I figure I have to talk with about 10 people for every single person I recruit," said BMC(SW) Keith Walrath. "Now that's not 10 'Hi. How are ya doing?' conversations,

but serious ones about the Navy and opportunities for them. I've developed contacts within the community that know me and will tell me about folks that may want to join the Navy. I'm also in each of my schools at least once a week working with both students and guidance counselors. So it's a challenge."

For recruiters like Walrath, meeting that challenge can mean some early mornings taking applicants to physicals or late nights talking to parents or spouses after they get home. However, those long days are more the exception than the rule. Still, by taking that extra time with young men and women and their families the recruiters here can insure their seeing the Navy cracker-jack uniforms on the streets of Charleston — helping to keep this a military town. □

Rucker is command senior chief, Navy Internal Relations Activity.



Rocky Mountain high

Navy recruiting a mile above sea level

Story and photos by JO1 Annabelle St. Germain

The snow-peaked Rocky Mountain range is always within view as you drive around the Denver area. If you drive for 20 minutes around the foothills of the Rockies, you'll reach two huge, red-rock, flat-topped mountains. Enter the valley between these mountains and you reach the small town of Golden, Colo.

The pungent aroma of barley, malt and hops assaults your nostrils from the gigantic Coors brewery as you enter the heart of town. Directly in front of the brewery — at the end of a large yellow arch that says “Howdy Folks! Welcome to Golden where the West lives!” — is Navy Recruiting Station (NRS) Golden.

Neither sleet, nor snow, nor an occasional snobbish attitude stops the Rocky Mountain recruiters at NRS Golden from doing a successful business. “Local residents used to look down their noses at us until we read them the riot act,” said Navy Counselor 1st Class Jeffrey Mount, the recruiter-in-charge at NRS Golden. “We told them, ‘Hey! The Navy is not a second-rate organization. Don’t think that if you can’t pass college or everything else fails, you can join the Navy!’ We make it perfectly clear that we are very selective of whom we take, because we are a ‘company’ and we are ‘company men’ out here.”

Tourism is a major source of income for many of the businesses in Golden. The heritage of the Old West is cultivated by the townspeople through the restoration of historic buildings, as well as in Golden’s new structures. As you drive up twisting roads into the mountains, the skeletal remains of old mining operations are everywhere — ancient rotting wood buildings with long chutes that jut out of the rocky hillsides and cliffs.

NRS Golden recruiters prospect the 4,800-square-mile pine-ridged mountain area to cover 18 high schools and a community college. Mount said many of the young people they deal with are from very wealthy families living in \$300,000-plus homes. The recruiters work famous ski resort areas like Vail, Loveland, Copper Mountain, Breckenridge and Mary Jane, where kids drive to school in Corvettes and Porsches. Their parents are set on having them go to college.

“We make it clear to them that we are doing them a favor by letting them come into our organization,” Mount said. “We only want the best people to come into the Navy. That’s our company, and if you don’t want to

be a part of our company, then we don’t have any reason to hire you.”

Some kids want instant gratification and don’t want to wait four to six years to see something mature and take form. But the recruiters are persistent and have the talent to appeal to most prospects’ interests. Currently, about 80 delayed entry program (DEP) sailors are waiting to ship out, motivated through regular meetings geared to enthusiastically prepare them for their future in the Navy.

If you ask NRS Golden recruiter Machinist’s Mate 2nd Class (SW) Jacques Dumosch who he is, he’ll tell you, “The greatest sailor in the world.” To the DEPer’s in the pool he manages his statement is easy to believe, as he is





Opposite page: AMH1(AC) James Walgren visits with a delayed entry program member at Loveland Ski Resort. Occasionally recruiters challenge skiers to a race down the slopes; the stakes — a Navy interview. Above: NC1 Jeffrey Mount and MM2(SW) Jacques Dumosch head up a meeting of their DEPerS. About 80 young adults participate in the meetings and perform Navy-organized community services.

one of the few representatives of the *real* Navy stationed in the Rockies. He explains his boast by citing his positive attitude. "You've got to feel good about yourself," said Dumosch. "If you don't feel good about yourself, how are you going to make anybody else feel good about the Navy?"

Dumosch keeps his DEPerS psyched up for boot camp during their semi-monthly meetings. He teaches them the 11 general orders of a sentry, rank structure, Navy history and close-order drill. The DEPerS willingly drop and give him '10' (push-ups) on command if they make a mistake. "I want them to feel it if they make a mistake," he said, "Attention to detail is important."

Other ways he keeps his DEPerS busy while building camaraderie and teamwork is creating projects for them in the community. Recent projects completed include a creek-side senior citizens' trail for day walks, roofing and painting of the Chamber of Commerce tourist booth,

some landscaping for the city of Golden and a major food drive for the homeless during the holidays. The DEPerS also marched in the Armed Services Day parade carrying the American flag, the U.S. Navy flag and the Navy SEAL flag. Dumosch said the patriotism was so strong that veterans of foreign wars and active-duty military members came to attention, saluting them as they marched by.

"The public was crying out to them 'Go Navy!' You could see the glow of these young men and women who have already qualified and are waiting to ship out," Dumosch said. "You could feel the vibrant energy around them."

Dumosch says he tries to stay away from selling techniques such as "buy today, because it won't be here tomorrow." The very first thing he tells an applicant when they walk in his office is, "I'm not a Navy recruiter. I am a Navy representative. That is what they're paying me for, and I'll tell you everything about the Navy. When I'm done telling you about everything, it's up to you if you're interested or not. If you're interested, then I become your Navy recruiter."

"As your Navy recruiter, I'll guide you and assist in your enlistment into the Navy, but I can't guarantee it. Once you're in, my job continues. I want to see you be as

AMH1(AC) James Walgren visits a high school in the Rocky Mountains to talk to students about Navy opportunities.

successful as myself or better. In doing that, I want to promote you two times before you leave, and you and I will do that together.

“When you go out to the fleet and come back, you can tell everybody how well you’ve done and how successful you are. If you’re not interested, then I will not be your recruiter, but at least you will have learned something about the Navy that you didn’t know before.”

About 10 percent of all the referrals to NRS Golden come from DEPer. A DEPer can leave for boot camp as a seaman if he or she refers three applicants who enlist with a 50 or better Armed Services Vocational Aptitude Battery score. With two applicants, the DEPer is promoted to seaman apprentice and can get a special ride in a T-34B training aircraft.

Dumosch said most of the wealthy kids he recruits are looking for adventure and excitement in the Navy. “One of the biggest items we sell to them that they can’t buy is being air crewmen, SEALs or an underwater demolition team member — things that they can’t really buy by staying in their hometown.”

Aviation Structural Mechanic (Hydraulics) 1st Class (AC) James Walgren takes on a more fatherly image for applicants in his role as their recruiter. The kids laugh and joke with the other recruiters, but come to him with their more serious questions. Walgren doesn’t try to go down to the kid’s level when he talks to one, they come up to his. “They think like young adults when they talk to me, rather than just kids wasting a few hours. They listen to what I say because they see the value in it,” he said.

Boiler Technician 2nd Class Gil Herrera takes a different tactic — playing on the same level as the kids and loving every minute of it. “Kids thrive on challenges,” he said. Herrera challenges them to games of pool at the local arcades with the condition that if he wins, they have to interview with him. When he tries to recruit kids out at the ski resorts, he goes up on the slopes with the 17-to-21 year-olds, hands them his card and says, “I’ll race you to the bottom of the slopes, and if I beat you, you have to do an appointment with me.”

Herrera said sometimes he gets “scorched” though, because the local kids are avid skiers. “Some of these



kids come flying down the slopes at 60 mph — I’m not as young as I used to be.”

But the fact that he is out there in their element earns some respect from the young prospects. That respect gets his foot in the door enabling him to begin his pitch. To get their attention Herrera uses a potent lure — intrigue. “Kids buy into a challenge because they know you know something. You’re proposing something to them that sounds like an offer they can’t refuse. I’ve gotten kids into the Navy that way,” Herrera said.

Both Herrera and Walgren are very active in the community as well, developing centers of influence to spread Navy awareness, and both get their family members involved in recruiting by having them pass out their business cards.

Herrera said the recruiters encourage each other toward success. “If someone isn’t pulling their load, then the other guys gather around and bring him back up to make him understand that this is a team concept. We don’t beat anybody up out here,” he said. “What we do is get them motivated by showing them that, ‘Hey! You want time off? You want quality of life? You want to be successful? This is what you got to do to accomplish that.’”

All the recruiters at NRS Golden have walls of awards that reflect their success in recruiting. Mount liked recruiting duty so much he chose to join the career recruiting force in 1990. He encourages others to try recruiting if they want to get ahead.

“If you have the desire and want to be very, very successful in your career, come to recruiting duty and that could happen for you,” he said. “There’s nothing in recruiting that can hold you back. The only limitations are what you put on yourself. You can be a hero in recruiting duty.”

St. Germain is assigned to Navy Recruiting Command, Arlington, Va..

Navy prospectors

Mining the Black Hills for quality sailors

Story and photos by JO1 Annabelle St. Germain

Mention "Times Square" and most people think of New York City. But if you're from Rapid City, S.D., the term describes a small gray concrete and glass shopping center — Times Square Plaza. Nestled amid the small laid-back businesses, between the lottery ticket sales office and the grocery store and conveniently across from the car-filled parking lot of the state unemployment agency, you'll see a large red, white and blue sign pointing the way to the local Navy recruiting station (NRS).

NRS Rapid City is in the heart of the Northern Plains. The area is home to Mount Rushmore National Memorial, Black Hills National Forest, Badlands National Park and the largest gold mine in North America. The Rapid City/Lead-Deadwood

area is also the site of historic homes of the Wild West, in which still lives the restored stagecoach stops, saloons and gambling parlors — some the original haunts of "Wild Bill" Hickok, Calamity Jane, Poker Alice and Deadwood Dick.

Rapid City's 80,000 people are relaxed and friendly. Occasionally, they step into the recruiting station to use the phone or talk about their own "good old days" in the Navy. Recruiters at NRS Rapid City answer inquiries that have nothing to do with recruiting, such as where to get a ship's picture, veterans' burials and the whereabouts of Navy sons or daughters. The recruiters also manage a Delayed Entry Program (DEP) pool of 44 young men and women who drop in sporadically throughout the day to ask more

questions or talk about their problems.

The air is clean and brisk, and the landscape of the Rapid City area is diverse. Large billowing cloud formations drift across hills and cast shadows over endless plains of rippling grass and ridges of creviced, pine-sprawled mountains. The territory is a mecca of escapist tourist attractions, from cabins with hunting and fishing to the weird and unusual — fossil museums or snake and lizard farms.

Duty for a sailor can't get more independent than here. It's about 550 miles from the nearest Navy recruiting district. The two, and sometimes three recruiters stationed at NRS Rapid City drive more than 3,000 miles each month trying to cover 30,000 square miles in their search for qualified applicants.

"We share a lot of road time," said Electricians Mate 2nd Class Richard M. Moore. "Every trip I go on, there's always something to see. The scenery is beautiful up here. When I go to talk to an applicant, I see places I want to go back to and check out more thoroughly, so I return to them on the weekends."

Moore, 24, has served on three ships since he joined the Navy in 1985. Last September he arrived in Rapid City already "salty" and ready to begin his first tour in recruiting duty. He said his time aboard ship makes him a better recruiter.

"It gives you the ability to tell stories, relay events and explain things we've done that fascinate a lot

IC1(SS) Robert R. Hurd gathers some last-minute information the Navy needs on a delayed entry program member before he ships out.



of the kids we work with," Moore said. "Fleet experience has helped me tremendously."

Since he arrived, Moore has been involved in cultivating new friendships and establishing himself in his new environment. His participation in the local Veterans of Foreign Wars (VFW) chapter led him to be elected as their post "surgeon," coordinating efforts between the VFW and a local veterans hospital to bring snacks and create social and recreational activities for veterans. "Just spending time with them is the most important thing, because that seems to be the thing they enjoy the most. It's just showing that somebody cares," he said.

Moore spends his own time in these goodwill efforts, but some of his best recruiting contacts have been former sailors or military members who put him in touch with their children or grandchildren of friends. That happens because Moore takes the time to stop and talk with them. He's also very friendly with many of the local merchants. Moore said coming to recruiting has helped him relate to people better.

"Before, I was hesitant to walk up to a total stranger and start talking," he said. "Now, because of the job I'm doing, it's made me able to walk up to and talk to anyone out of the blue. So recruiting duty has helped me personally as well."

"The people here are super. They're really pro-military and they're helpful," Moore said. "The Navy uniform sparks an interest. It's respect. Just the fact that you are in the military — people really support that. You smile at somebody and they'll smile back, and they might



even start a conversation with you. People stop in just to talk for awhile, and if you need something it's not hard to get the people to cooperate and help you out if they can."

"As far as recruiting, I like it up here because we're the only Navy a lot of these people have ever seen, and because of that, we're kind of different. We stand out."

When Moore first reported for recruiting duty, he was told by another recruiter that recruiting is 36 one-month tours. Moore said he now agrees with that viewpoint. "Every month is different," he said.

"Recruiting is a demanding job, but it's not a hard job. It takes a lot of time and dedication. Staying late is just a fact of life. Pressures come and go. I'll never believe you can take two months in recruiting and both are going to be exactly the same."

EM2 Richard Moore occasionally travels to the Old West gambling town of Deadwood, just outside of Rapid City, and tries to convince potential applicants working in the casinos to take a chance on the Navy instead.

For Interior Communications Electrician 1st Class Robert R. Hurd, the recruiter-in-charge (RINC), the Rapid City area is home. Hurd, a 10-year Navy veteran, grew up on a ranch near Hermosa, between Rapid City and the Pine Ridge Indian Reservation. Hurd is part Rosebud Indian on his mother's side and very proud of his heritage.

In addition to bringing in applicants from area high schools, Hurd and Moore visit farms and cattle ranches talking to farmers and cowboys interested in the Navy. Occasionally, they make the three-hour drive to the Pine Ridge Indian Reservation to follow

up on qualified Native American leads or visit DEPer there.

As you approach the outskirts of the reservation, there is a huge drop-off on the side of the road into the Badlands — a gigantic wasteland scarred with rising red and brown rock formations. On the reservation dried-grass plains reach out as far as the eye can see. Abandoned cars and discarded kitchen appliances dot the horizon. Rutted dirt roads weave their way toward clusters of time-worn Indian homes. Hurd said sometimes as many as 13 people may live in a two-bedroom house.

Last year, Hurd enlisted about 20 Sioux Indians from the reservation. "About half of them keep in touch with me. It's kind of neat to see the success stories. That's the benefit of this job. The kids come home on leave and thank us, or the parents

come in and tell us, 'He's doing good. He still likes it,'" he said.

Tragically, Hurd and Moore wind up turning down many area youths who wanted to join. Many applicants don't qualify because they quit high school, can't pass the ASVAB or got into serious trouble at an early age.

Although the area is relatively free of serious crime, both men have witnessed the poverty and many other social problems that steer young people's lives in the wrong direction. They seek the Navy as a way out and up, but for many of them, that door is shut.

EM2 Richard Moore's friends at the Connection Army Navy Store in Rapid City, S.D., let him put posters and recruiting information in their store.

Still, Moore and Hurd try to advise those who, for one reason or another, can't enlist. Their counsel is sympathetic — full of suggestions designed to give hope in a place where the entire world can look as bleak as the desolate horizon.

Even so, they know their efforts may be too late. For them it's best to concentrate on the younger children — before they get in trouble.

"It is better to build children than to try and repair adults," Hurd said of the social problems he's seen ruin the chances of many of these young people as they've tried to find success. Hurd shook his head ruefully, remembering the neglect, abuse and alcoholism he's encountered while trying to help some of the young people here.

"If a kid is not qualified, or if there's a problem, I shoot straight from the hip. I tell them, 'This is the way things are.' I don't believe in leading somebody on. That only disappoints people," Hurd said. "It makes them feel worse — hurts their self-esteem."

But, there are rewards. "To see that change, to see them turn that 180 degrees and come back a whole different person — an adult — that makes all the work, all the driving, worth it," Hurd said. "I don't think you can go anywhere else in the Navy and get that kind of payoff. If it's out there, I don't know where it is." □

St. Germain is assigned to Navy Recruiting Command, Arlington, Va.



The good life

Recruiting in Utah: low cost, high quality

Story and photos by JOCS Robert C. Rucker

Operations Specialist 2nd Class Dave Kunz is doing something few sailors have the opportunity to do during their Navy careers — be assigned to duty right in their hometown. And when you consider Kunz didn't grow up in a major coastal town, but in Sandy, Utah, the chance of that opportunity is even more remote.

"My parents live about a mile from here," said Kunz, now assigned to the Navy Recruiting Station in Sandy. "All my brothers and sisters are here in the area. Recruiting duty was the one way I could give my wife and daughter the chance to be around my family."

That's one of the pluses of recruiting duty, being able to try life out-

side a Navy town while still receiving regular paychecks and the buffer of military benefits. For Kunz and Chief Boiler Technician (SW) Joe Kennedy, the recruiter-in-charge of the Sandy office, the combination offered a very attractive package.

Given a choice, many people would like to live and work in an area where the economy is strong and jobs are plentiful; where good public schools and opportunities for higher education exist; where housing choices are diverse and costs are reasonable; where crime rates are low and where a variety of recreational and entertainment choices can be found. The Salt Lake Valley, where Kennedy and Kunz work and live, is just such a place.

For sailors like Kennedy, who came from shipboard duty in Hawaii, and Kunz, who was aboard a San Diego-based ship, the contrast of living in a place like the Salt Lake Valley is great. Sailors who would have trouble financing a pup tent on either coast find themselves able to afford new single-family homes in the country's interior.

Take Kunz, for example. As a second class petty officer all he and his wife could afford in San Diego was a small apartment. Now in Sandy they are able to live the American dream by buying an attractive single-family split-foyer home with a two-car garage and a fenced yard.

Housing costs range from about \$30,000 for older homes downtown and up to the high six- and seven-

OS2 Dave Kunz helps an applicant fill out the paperwork needed to enlist in the Navy. Kunz enjoys recruiting duty in his hometown.





BTC(SW) Joe Kennedy and OS2 Dave Kunz explain Navy opportunities to high school students in Sandy, Utah.

figure range. But for most homes, the average price is \$50,000 to \$60,000.

But even the best living conditions could not make up for the torture of working in an impossible job. That, according to Kennedy, just isn't the case when working as a Navy recruiter in Utah. "There are challenges," Kennedy said, "particularly when people aren't accustomed to seeing a Navy uniform. There are fewer than two dozen active-duty sailors in the entire state — all associated with recruiting — so sailors are an uncommon sight. Only the Air Force has a large base here, so when young people think 'military,' they tend to think 'Air Force.'"

"Fortunately, Utahans have a strong sense of duty and devotion to country," Kennedy said. "Also, many share a pioneer heritage [from the first Mormon settlers] and with it a sense of adventure. We can use that in promoting the Navy."

It is that sense of adventure that prompts many young Utahans to find out more about the Navy. Many see their lives as being mapped out by their parents and, in an area that's predominantly Mormon, by the church — graduate from high school, start college, go on a mission at age 19 (all young men in the Mormon Church are encouraged to serve two years as missionaries), finish college, marry and raise a family. For those who aspire to different goals or who may not have the money for college or a mission, the military is a viable alternative.

"The tradition of 'join the Navy and see the world' helps our recruiting," according to Kennedy. It certainly inspired Kunz to join five years ago, and now he is giving people who were his neighbors the same opportunity he had.

"Right now I'm recruiting students right out of the high school I graduated from in 1986," said Kunz. "It was a little odd at first, working with juniors and seniors who were in

elementary school when I knew their older brothers or sisters, but having close ties to the community helps."

For Kennedy, who is nearing the end of his three-year tour as a recruiter, this will always be an assignment he looks back upon with fondness and one he would recommend to others.

"Recruiting didn't have a great image when I first came into it," Kennedy said, "but the leadership [began] supporting the individual recruiter and cutting the mountains of paperwork. It's a lot better now. It has also been good for my career." No question in that regard. With just eight years of service, Kennedy was advanced to chief petty officer last year.

Competitive advancement, hometown duty and life in an affordable area — all compelling reasons to consider recruiting duty. □

Rucker is command senior chief, Navy Internal Relations Activity.

Welcome to the machine

SIMS — an electronic wonder for field recruiters

Story and photos by JO1 Annabelle St. Germain

Recruiters and support people spend long hours each day shuffling through massive amounts of paperwork trying to find and process quality applicants for the Navy. Now a major technological breakthrough has been developed that will put an end to much of this paperwork drudgery, save time, increase mission effectiveness and further improve quality of life. It's called the Station Information Management System (SIMS), and its first prototypes are being tested by recruiters at six recruiting stations within the Navy Recruiting District Pittsburgh area.

SIMS is a computerized work station which has made quite an impact on the way recruiters at Navy Recruiting Station (NRS) Rochester, Pa., do business since testing began during August 1991. Initially the recruiters awaited SIMS installation with apprehension, fearing it might be more trouble than it was worth, but now they can't imagine how they did the work without it. The recruiters say SIMS is saving each of them from 40 to 100 hours a month in overtime. SIMS is also very user-friendly — requiring only two-days of training to learn the system.

SIMS consists of a microcomputer with networking capability, a high resolution color monitor, a modem and specialized software to help recruiters do their jobs faster. SIMS was designed to improve marketing, prospecting, processing and paperwork drudgery at recruiting stations.

AT1(AW/AC) Michael R. Ondic of NRS Rochester, Pa., discusses some of the graphic displays of ships and aircraft that move continuously across the screen of the SIMS during an interview with an applicant.

Recruiting's goal, through SIMS, is to give the recruiters more time to identify and actively market prospects while improving their quality of life. The precious time recruiters save at NRS Rochester is now enjoyed through stress-relieving leisure activities and family outings.

"With SIMS you can pinpoint your market area down to specifics," said Aviation Electronics Technician 1st Class (AW) Barry E. Kline, a recruiter at NRS Rochester. Kline said in the past he would have had to sort through 2,000 lead cards for six to eight hours to find a specific prospect he was looking for, like someone who is nuclear-qualified or in an upper mental group.

"Now I just punch what I'm looking for into the computer and 90 seconds later it's there," he said,

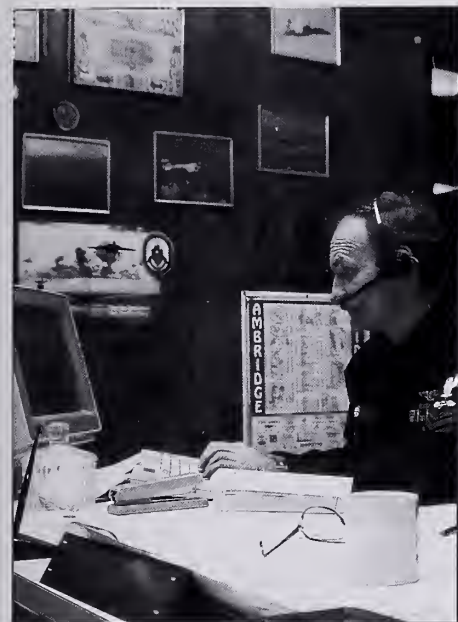
adding he can now do five weeks of work in one month.

"Statistics will prove that this machine has improved my production by 50 percent," said Kline. "Before the machine, I was averaging two people per month. Since the machine, I've hit a steady four per month, and I haven't been working nearly as hard as I was when I was getting only two a month."

According to Kline, SIMS is also a convincing recruiting tool to have on his desk when he talks to applicants about Navy technology. "They can see it right there during the interview," he said, "and I tell them, 'If I can learn this, you can learn this too.'"

SIMS is programmed to show changing graphic displays of ships and aircraft when it's not in use by a





AT1(AW) Barry E. Kline said SIMS not only saves him time, but has increased his recruiting ability by 50 percent.

Valimont, NRS Rochester RINC said. "If they're out of the office, I know what they're doing. Everything's right there. If I have a question about a guy that I know the recruiter is going to process, I can look in the computer and find that information. I don't have to run around looking for a card that the recruiter may have with him."

Kline said he and his fellow recruiters sometimes help each other during prospect interviews by sending each other messages.

"I'm sitting at my desk doing something and Jay is sitting at his desk interviewing a guy. The fellow may say something to Jay that he doesn't pick up on; I can write a little message on the computer saying 'Jay, tell the guy this or that,'" Kline said. "The computer beeps, and Jay gets the message without interrupting the interview."

Many quality of life initiatives have changed to improve recruiting duty. Valimont remembered his earlier days in recruiting, when he thought everyone was playing a one-man game to cover themselves and make goal. He was working from 8 a.m. to 10 p.m. six days a week, and the only day he said he knew he had off for sure was Sunday, unless he had to work two or three hours to talk to parents.

Although he still devotes extra hours to recruiting, Valimont said he and his recruiters' work schedules don't usually run more than 50 hours a week now. Recruiting Command's move to emphasize recruiting as a team effort helped alleviate a lot of stress, and he views SIMS as the next major step.

"I don't want anyone to think that SIMS makes goal, because it doesn't," Valimont said. "Recruiters and people make goal. But with

SIMS the job is easier to do — it definitely saves a lot of time. I sit here at the computer and I think back to when we didn't have SIMS and what my RINC had to do, spending hours every night going through cards trying to find things. That's no good. That takes away from sunlight and relaxation time," Valimont said. "Your time at home with your family or time off is for you. If you take that [work] home then sooner or later it'll start building up on you."

Valimont admitted he had to give SIMS credit for making him a better manager. "It's easier for me as a manager to find out the information I need in a short amount of time," Valimont said. "If I was still using those prospect cards, it would take me longer to find the quality prospects. With SIMS I'm not wasting my recruiters' time by giving them leads they can't use."

CDR Bruce Sharpe, director of the information systems department at Navy Recruiting Command headquarters, said SIMS continues to be improved upon as the recruiters work with it, and their input helps his department find ways to fine tune the system. The Navy is currently working on funding to get this new time-saving technology to other recruiting stations.

Sharpe said the Office of the Secretary of Defense Corporate Information Management Initiative will do a review in the near future. They will examine business processes and identify areas where information management systems can be used.

"SIMS will be considered in that process," Sharpe said. "And we are quite hopeful that it will result in SIMS' selection for funding and ultimately be used in all Navy recruiting stations." □

St. Germain is assigned to Navy Recruiting Command, Arlington, Va.

recruiter, and Kline and the other recruiters discuss them with prospects and Delayed Entry Program members. SIMS also has a reminder calendar for appointments which automatically shuffles prospect cards forward on the calendar, bringing them to the recruiter's attention based on the potential applicant's availability.

Another advantage of SIMS is that lead cards from the National Advertising Lead Tracking System (NALTS), Armed Services Vocational Aptitude Battery (ASVAB) leads and Selective Service lists can be sent electronically from Navy Recruiting Command headquarters in Arlington, Va.

The recruiter-in-charge (RINC) leaves his computer on and it continually receives data from headquarters. The names of future prospects are filed alphabetically in the computer, alleviating the need for tedious card filing. Each of the four recruiters has a SIMS work station on his desk, and the RINC is networked to them. He or she transfers copies of the prospect cards to them by zip codes, depending on the area they're working.

Recruiters can also send messages or confer with each other because they are networked. "Management-wise, I can see what [the recruiters] are doing without asking," Machinist's Mate 1st Class (SW) Robert P.

Tools of the trade

Recruiter school: where sailors learn to make the sale

Few people are born salesmen, so the Navy must build them. The process of training sailors to become recruiters all starts at the Navy Recruiting Orientation Unit, known in recruiting circles as "the schoolhouse," located at Naval Air Station Pensacola, Fla.

The Enlisted Navy Recruiting Orientation (ENRO) curriculum takes three and one-half weeks. The Recruiting Officer Management Orientation (ROMO) course is also taught at the schoolhouse and is tailored toward the needs of officer recruiters and senior officer managers of recruiting.

Both enlisted and officer personnel can be assigned as officer recruiters. ROMO curricula runs three and one-half weeks for officer recruiters and four and one-half weeks for senior officer managers.

Both curricula cover these basic topics: public speaking, sales, benefits of being in the Navy, prospecting, telephone use and techniques, communication — meeting people face-to-face, Delayed Entry Program (DEP) referrals, recruiting manuals and publications, getting into high schools, canvassing as a recruiter, DEP management, recruiting paperwork kits, rules and safe operation of government vehicles and stress management.

The training is worth three college credits. After the recruiter graduates from the course and has been a working recruiter for six months, he or she is eligible for nine additional college credits. Further training for field recruiters is available upon request.

After two to six months of working on the job, commanding officers, executive officers, officer programs officers and enlisted programs officers attend a week of training called ROMO II.

This training is held at Commander, Navy Recruiting Command (CNRC) headquarters in Arlington, Va. At ROMO II students interface with CNRC leadership staff, emphasizing management techniques, program priorities, idea exchange and discussion of timely issues and topics. ROMO II training also includes

stress management and Total Quality Leadership.

Master Chief Navy Counselor(AW) Robert L. Robinson, force master chief of CNRC, said sailors desiring recruiting duty must have strong leadership and interpersonal skills prior to requesting recruiting duty.

Sailors who speak Spanish or an Asian dialect are especially needed and should call the special programs detailer at Autovon 223-1910/2 or (703) 693-1910/2 after contacting their rating detailer. □

There are about 1,600 recruiting duty locations across the United States, from the bustle of big cities to the quiet of small-town America. Some of the more exotic or faraway duty assignments available to E-6 and above recruiters and Career Recruiting Force (CRF) personnel are:

**Agana, Guam
Honolulu
London**

Other assignments available to non-CRFers only are:

**Anchorage, Alaska
Santurce, Puerto Rico
Caguas, Puerto Rico
Mayaguez, Puerto Rico**

There is an independent duty assignment for a CRFer in Frankfurt, Germany. These independent assignments are restricted to senior petty officers E-6 and above and require strong leadership and interpersonal skills.

Brothers' dreams

Tour of Tripoli is dream come true

Story by JO2 Harry F. Thompson,
photos by JO2 Sherrie Derrickson

Dreams come true in the strangest places. Four youngsters from Tennessee came face to face with their wish amid the grit and grime of daily shipyard life as USS *Tripoli* (LPH 10) teamed up with the Dreams Work Foundation to turn seafaring fantasy into an unforgettable top-to-bottom tour.

Although moored to a shipyard pier at Continental Marine in San Diego, *Tripoli* sailors rolled out the welcome mat in February to play host to the Hinkles, two sets of brothers from Tennessee. The four boys are cousins who all share a rare blood disease, as well as an infatuation with the Navy.

Adam, Alan, Kermit and Jeremy Hinkle stood alongside the 18,000-ton amphibious assault ship with their eyes opened wide, and their jaws near their chests. It was a look Barbie Stephens has seen 100 times before on 100 different faces. As founder and director of the Tennessee-based foundation, Stephens devotes her time, talent and tenacity to bringing a little happiness to lives that disease threatens to take away.

After being piped aboard and greeted by eight side boys, the group was met on the quarterdeck by a welcoming committee fit for an admiral, including Commanding Officer CAPT J.R. Hutchison and Executive Officer CAPT E.L. Duckworth.

Hosting a ship's tour is difficult enough under normal circumstances, but in the shipyard it's even tougher. Even though parts of the ship were in various stages of renovation, the crew stopped chipping, grinding and sanding long enough to make the ship shine.

"Words can't describe how I feel about the crew's effort," Hutchison said. "I was literally choked up by their responses. It really warmed my heart to watch how they made sure the boys didn't leave with any question unanswered. They were very proud of their ship and genuinely wanted to do what they were doing."

The tour began with a trip to *Tripoli's* Desert Storm Museum complete with a defused Iraqi mine similar to



Top: Allan and Kermit Hinkle mount a 3-inch .50-caliber gun during a tour onboard *Tripoli*. Above: Jeremy, Adam, Allan and Kermit Hinkle are intrigued by a proximity suit designed to be used in aircraft crash and salvage operations. The boys were guests aboard the ship as part of the Dreams Work Foundation's efforts to fulfill their lifelong desire to visit a U.S. Navy warship.

The boys get a meteorological briefing from Chief Aerographer's Mate (AW/SW) David Girdner during the tour.

the one that ripped a 20-foot by 30-foot hole in the starboard side of the ship Feb. 18, 1991.

From there the kids saw a display of damage control equipment, various small arms, meteorological equipment, air crash and salvage gear and equipment used in basic deck seamanship.

"The boys seemed to be interested in what I showed them. Most of the equipment they've seen before on those rescue shows on TV," said Chief Damage Controlman Joseph Carter. "I like taking part in these things. This is my specialty. My job is training, so it doesn't matter whether I'm talking to little 'kids' or 'old goats.'"

Aviation Ordnanceman 1st Class Donald Ramsey presented a display of guns, including .38- and .45-caliber pistols, an M-79 grenade launcher and a .50-caliber machine gun.

"With children you have to simplify the message, put it in their terms," Ramsey said. "They really identified with what I was saying when I told them the .50-caliber machine gun was the same gun Rambo used in the movies. That's when their eyes really lit up."

From there it was a quick ride on a helicopter elevator up to the one-acre flight deck. The boys climbed aboard the two 3-inch, 50-caliber gun mounts, where they donned flak jackets and helmets as they pretended to shoot enemy planes out of the sky.

"The looks in their eyes when they were sitting up on the 3-inch 50-caliber guns is probably what I'll remember most about the tour," Hutchison said. "I knew the kids were really interested in the guns, but the look in their eyes was really something."

The group also toured the bridge, signal bridge and medical department before moving to the mess decks for a special lunch with the crew.

The two-and-one-half-hour tour ended as Hutchison made each boy an "Honorary *Tripoli* sailor" and presented all of them with several ship's mementos. Afterwards, still tired from climbing countless ladders, the boys agreed on their favorite part of the tour.

"I've never seen a ship in person before, and I didn't think it would be this big," said 10-year-old Kermit, as the others nodded in concurrence. "Maybe I'd like to be in the Navy. If I did, I'd like to have a job with the guns."

The boys' dream began when their uncle, an eight-year Navy veteran, contacted Stephens, who in turn called



Gale Hansen, a Dreams Work volunteer in California. From there the dream came alive.

"I never thought [the Navy] would ever do anything like this for them," said Rosetta Hinkle, the mother of one pair of Hinkle brothers. "We really appreciate everything the Navy and the people at Dreams Work have done for the boys."

Dreams Work is a non-profit Tennessee organization for children with life-threatening illnesses, much like the national Make-A-Wish foundation.

But being a state program hasn't stopped Dreams Work from reaching out to nationally known benefactors for aid. Stephens has previously enlisted the help of President Bush, country-western singers Garth Brooks and Dolly Parton, actor Arnold Schwarzenegger, NAS-CAR driver Kyle Petty and the Navy's Blue Angels flight demonstration team to turn dreams into reality.

Beyond making wishes come true, the volunteers at Dreams Work also search for organ donors for the children.

"We're not only trying to make dreams come true, we try to make life come true if we can," said Stephens.

As the boys and their families headed down the road to complete the rest of the dream with stops at Disneyland and Naval Air Station Miramar's "Top Gun" school, the men of *Tripoli* grabbed their chippers, sanders and scrapers, and returned to the task at hand—bringing the 25-year-old ship back into fighting shape.

"How many people ever have a dream come true?" Hansen asked. "The difference is we have our whole lives to work toward our dreams. These boys don't have that option. So we do what we can. We give our time and energy for them." □

Thompson is assigned to USS Tripoli (LPH 10). Derrickson is assigned to Combat Camera Group, San Diego.

Spotlight on excellence

A gift of life

Story and photo by JO2 Mike Dean

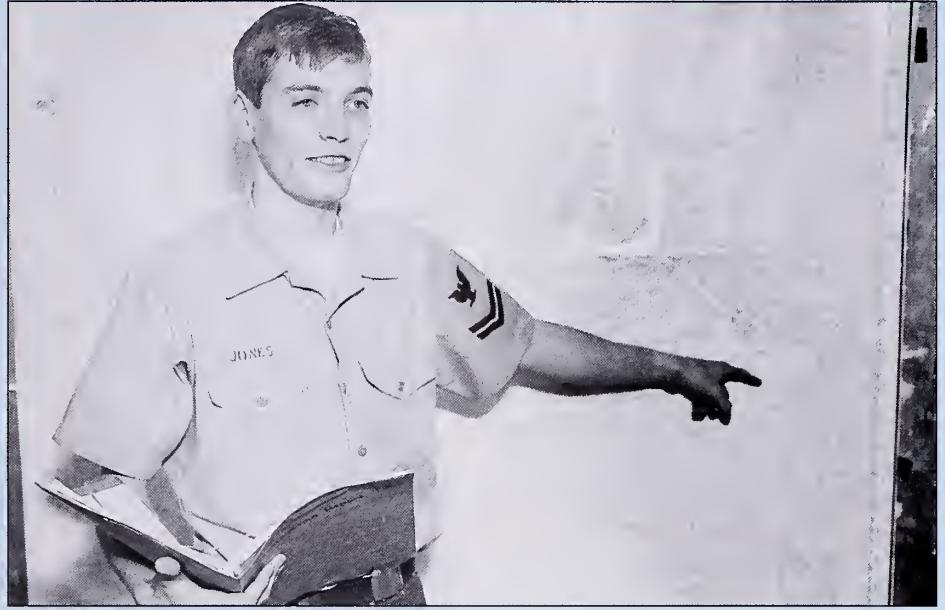
It was definitely a miracle," said Intelligence Specialist 2nd Class Andrew Jones, assigned to USS *Nassau's* (LHA 4) Joint Intelligence Center. The sailor was referring to his special gift to a loved-one — a gift few or none could have provided.

Jones was in the Persian Gulf in support of Operation *Desert Storm*, when his 14-year-old brother Jason, back in Republic, Ohio, was sick — suffering from uremic poisoning after losing the function of his kidneys as a result of congenital spina bifida. The youngster, who immediately underwent surgery to insert a device that allowed him to use a dialysis machine, would eventually need a kidney transplant. He had already lived, dialysis-free, five years longer than expected.

Jones was unaware of his brother's predicament, since his mother decided not to send an emergency Red Cross message for fear of upsetting him during the tense days of the war. "[My mother] said it was just better this way until they knew what was happening," he said. The doctors at the University of Michigan Hospital in Ann Arbor said that a compatible donor could possibly be found among the patient's three brothers.

When Jones was finally informed of the situation, he spoke with a Navy neurosurgeon about the high success rate of kidney transplants. After deployment, he immediately took steps to be tested as a donor.

"To me, it was family," he said. "It was something that you do." As a military member, Jones needed permission from the Navy to proceed with antigen testing; and with per-



mission granted, headed to his brother's hospital in Ohio.

"They were surprised we were perfect matches," he said. "Even though we're brothers, perfect matching only happens 25 percent of the time."

Nassau continued to support Jones throughout his ordeal. While awaiting the operation, the ship issued him three-weeks Temporary Additional Duty orders to the Navy Recruiting Station in Tiffin, Ohio, six miles from his family's home. But the operation, scheduled for August 1991, was canceled when his brother developed pneumonia. Jones reported back to his ship and the operation was scheduled for the following month.

The night before the operation, Jones spent the entire night with his brother — watching television and having "brother talk."

"I was a little more nervous than him," Jones said. "Jason wasn't as

nervous because he was used to being in a hospital, and he teased me in his own way."

The six-hour operation went without a hitch. His brother's new kidney worked immediately. Jones left the hospital four days later, and Jason followed soon after.

"They recommended that I don't go out and play professional football," Jones said with a laugh. "So I don't think that will be one of my goals."

Thanks to Jones, Jason won't need dialysis for the rest of his life, but he will need to take anti-rejection drugs. He'll be able to resume his normal life — resuming his studies as a high school sophomore. But Jason isn't the only person who benefited from the operation.

According to Jones, both brothers have experienced a better appreciation of life. □

Dean is assigned to USS Nassau (LHA 4) public affairs office.

Bearings

Sailor strong-arms his way to European championship

A boyhood spent lumberjacking in the woods of upstate New York, a family of six brothers and a father who top six feet and 200 pounds of muscle helped form a Navy man who is a championship arm wrestler.

Senior Chief Ship's Serviceman Harvey Ormsbee may have one of the strongest right arms in the Navy, if not in the world, and he has the trophies to prove it. Ormsbee recently won, for the third year in a row, the Italian arm wrestling championship held in Saturnia, Italy. He captured the European championship in Munich, Germany.

"I just like arm wrestling," said Ormsbee, who works aboard the submarine tender USS *Emory S. Land* (AS 39), homeported in Norfolk. "It's a pure sport — either you win or lose.

"There were a lot of good wrestlers in my hometown," recalled Ormsbee, who grew up in Gloucester, N.Y. "The local boys would hang out after school in a gym behind our church and wrestle."

To keep his arm in shape, Ormsbee follows a surprisingly short and simple, yet deceptively grueling, workout schedule. During workouts, the 6-foot-1-inch, 250-pound champion does 101, 60-pound curls, three times a day. This takes about four minutes per workout, according to the 38-year-old senior chief.

Along with forearm curls, Ormsbee has devised his own method of building up elbow strength. "I take the spark plug coil wire off my tractor and then I hand-crank it over 200 times every day. I do that in about one-and-a-half minutes — you have to crank it over really fast," Ormsbee said.

Although Ormsbee has no shortage of subordinates to move and unload crates, he just can't seem to



resist. Often he works alongside his troops, picking up huge boxes packed with goods and tossing them with an ease envied by sailors 20 years younger.

His years of heavy lifting both on and off duty have helped avoid any lasting injuries.

"For two to three weeks after I finished the Italian competition, I could hardly move my arm," Ormsbee said. "This year, the last guy I wrestled wouldn't go down — his wrist finally broke."

Before he retires from the Navy

SHCS Harvey Ormsbee displays some of the trophies he won arm wrestling on the European circuit.

next year, the trophy-winning European circuit arm wrestler would like to compete in the American championships.

"American competitions are quite different. You wrestle standing up," he said. "But I think I can win." ■

Story by JO1 Melissa Wood Lefler, assigned to USS Emory S. Land (AS 39), Norfolk. U.S. Navy photo.

Bearings

Sigonella program urges advanced education for sailors

Naval Air Station (NAS) Sigonella, Sicily, Italy, has embarked on a new mission — one of education — as the base strives to meet the Chief of Naval Education and Training's (CNET) minimum education goals. Simply stated, these goals are that all military members have at least a high school diploma, enlisted members achieve an associate's degree, officers have a bachelor's degree and, for those interested, a graduate's degree.

NAS Sigonella hopes to accomplish these educational goals through the Naval Career Enhancement Program, a pilot program designed by Dr. Kim Greene, education services officer for Navy Campus in Sigonella.

After six months of investigations, Greene came up with a weeklong course which teaches students to find their educational strengths and

weaknesses, how to study for exams, financial planning, resume' preparation and other skills that will help when they leave the military.

"Our goal is to put the individual in a win-win situation," Greene said. The program's current three-month waiting list is evidence of the number of sailors wanting to take advantage of this type of situation.

"It's something we are able to do for our sailors to make it possible for them to compete and succeed in today's environment," said CAPT Robert Baker, NAS Sigonella's executive officer.

Baker and the command are putting more than words into the program. NAS Sigonella picks up the costs not covered by tuition assistance. The only cost to students is a one-time registration fee charged by the Sigonella branch of the University of Maryland, which is teaching

the one credit-hour study skills class in conjunction with the program.

"It's exciting," said Denise Gallo, an instructor for the University of Maryland. "We are getting people hooked on education. I think anything that makes a person realize their own self-worth is a good thing."

As the program progresses, Greene hopes to introduce a student/mentor phase into the course. This would match students with individuals working in their fields of interest.

"If nothing more is gained during the week we have with them," said Greene, "I want the students to know that they control their future and that they must take an active role in deciding which way they want their life to go." ■

Story by JO2 Laurie Beers, assigned to NAS Sigonella, Sicily Public Affairs.

Florida Navy recruiters aid Amtrak crash victims

Navy recruiters returning from lunch expect to find a few calls on their answering machine. What two recruiters in Palatka, Fla. didn't expect to find were six cars of a Tampa-bound Amtrak train piled up behind their station.

Aviation Anti-submarine Warfare Operator 1st Class (AW) Charles B. Buchanan and Aviation Ordnance-man 1st Class James R. Adams were returning from lunch at the St. Augustine Technical Center where they had been prospecting for recruits. As they drove back to work, fire and rescue vehicles screamed past them to the crash site, less than a half-mile from their downtown recruiting station.

Arriving at the scene, Buchanan and Adams, each trained by the Navy in first aid, offered their serv-

ices to Palatka Police Chief Dan Thies who assigned them to escort victims not requiring on-scene medical assistance to Palatka's Price Martin Community Center.

"There was not enough gauze and neck braces to go around," Buchanan said. "There were so many and it happened so fast that we were just trying to determine bumps and bruises from the seriously wounded."

Palatka, a small town of 10,000 located 50 miles south of Jacksonville, became a media hub when news helicopters, satellite broadcast trucks and reporters from as far away as Tampa came in to cover the Amtrak crash story. A Jacksonville television station fed their video to CNN (Cable News Network), and the world saw Buchanan and Adams

assisting crash victims onto stretchers and bandaging wounds.

Buchanan found himself shaking hands with a man who thanked him for helping get his wife proper medical attention. Later he learned that the grateful husband was U.S. Rep. Craig T. James from Florida's 4th Congressional District.

Receiving a congressional handshake and having the opportunity to help their fellow man weren't the only positive results of the day. According to Buchanan, another positive outcome was that one of the volunteer paramedics enlisted in the Navy two months later. ■

Story by JO1 A. McGilvray, previously assigned to Navy Recruiting District, Jacksonville, Fla., currently assigned to USS America (CV 66).

Mail Buoy

Allied oops!

The article titled "Holding the Pacific" published in the May edition of *All Hands* would be an excellent description of the Battle of Coral Sea and its strategic importance if it were not for an unfortunate error.

Whilst Task Force (TF) 44 was under the command of RADM J.C. Grace, on loan to the Royal Australian Navy from the Royal Navy, it was definitely not a Royal Navy cruiser and destroyer force. At the time, when TF 44 joined ADM Fletcher, the force comprised the Australian cruisers, HMAS *Australia* and HMAS *Hobart*, the American cruiser USS *Chicago* (CA 29) and the American destroyer USS *Perkins* (DD 377). The task force would be accurately described as an Allied force, not a Royal Navy force.

—Cmdr. B.T. Hamilton,
Royal Australian Navy,
Embassy of Australia

Diving safety?

On Page 22 of the April 1992 issue of *All Hands*, LCDR John Snodgrass, director for the second class diver training department at Naval Amphibious Base Coronado states, "We take safety a lot more cautiously than the civilian community does."

As a certified dive master in this "civilian community," as well as being active duty stationed at [Naval Station] Roosevelt Roads, Puerto Rico, I take offense at his statement.

While I am sure the dive school is very safety conscious, I, as a "civilian dive master" would never allow a diver to enter the water off of the platform of the dive boat I work on, with his or her snorkel on the wrong side of the face mask, as the safety observer [does] on the cover of April 1992.

The snorkel is to be placed on the left side of the mask, due to the regulator coming over the right shoulder. The reason for this is the possibility of confusing the two if the regulator's second stage is knocked from the mouth. In a panic situation the snorkel mouthpiece may feel like the regulator mouthpiece when attempting to recover the regulator and place it back in the mouth. Inhaling through a snorkel at 135 feet would not be a nice experience.

This is taught to every basic open

water diver in the civilian community, and should be known by a Navy dive school "safety observer." Even in a pool in 12 feet of water he should be setting a good example.

—GMGSN John A. Miller
Naval Station Roosevelt Roads,
Puerto Rico

Reunions

• **USS Proteus (AS 19)** — Aug. 5, Silverdale, Wash. Contact LCDR Bill Reher, 2895 Corfu Blvd. N.E., Bremerton, Wash. 98310; (206) 692-8479.

• **Association of Minemen** — Aug. 21-23, Charleston, S.C. Write to: The Association of Minemen, P.O. Box 71835, Charleston, S.C. 29415; or Toby Horn (803) 762-3551.

• **USS Spica (AK 16)** — Aug. 28-30, Seattle. Contact Earl Nehl, 10903 San Tan Blvd., Sunlake, Ariz. 85248.

• **USS Healy (DD 672)** — Sept. 17-20, Baton Rouge, La. Contact Robert J. McCulloch, 3136 N. U.S. 35, LaPorte, Ind. 46350; (219) 326-7369.

• **VT 8, USS Hornet (CV 8) (1941-42)** — Sept. 25-27, San Francisco. Contact Frank Balsley, 742 Illinois Ave., San Jose, Calif. 95125; (408) 971-8413.

• **USS Pursuit (AM 108/AGS 17)** — Oct. 1-3, Nashville, Tenn. Contact Frank Terne, 117 Princeton Road, Somers Point, N.J. 08244.

• **USS Bairoko (CVE 115)** — Oct. 1-4, Pensacola, Fla. Contact Leonard Kaplan, 2907 S. Hillandale Court, Macon, Ga. 31204; (912) 745-2389.

• **USS Douglas H. Fox (DD 779)** — Oct. 2-4, Charleston, S.C. Contact Jesse T. Cox, 315 Hunting Road, Greenwood, S.C. 29646; (803) 223-8191.

• **USS Charles Lawrence (DE 53/APD 37)** — Oct. 2-4, Virginia Beach, Va. Contact H.B. Cranford, 14547 Pebblewood Drive, North Potomac, Md. 20878-3132; (301) 762-3132.

• **USS Hermitage (LSD 34)** — Oct. 4-6. Contact C.J. DeHart, 1459 Robin Road, Waterloo, Iowa 50701; (319) 291-6435.

• **USS Nassau (CVE 16)** — Oct. 6-10, Boston. Contact Sam A. Moore, 10320 Calimesa Blvd., Space 221, Calimesa, Calif. 92320; (714) 795-6070.

• **USS Everett E. Larson (DD 830)** — Oct. 6-12, Huntsville, Ala. Contact Peter W. Kope, 5637 Circle Drive W., Cicero, N.Y. 13039; (315) 458-3134.

• **USS Emmons (DD 457/DMS 22)** — Oct. 7-11, Niagara Falls, N.Y. Contact Fred Igou, 4110 Isherwood Drive, Niagara Falls, N.Y. 14305; (716) 297-2127.

• **USS McGowan (DD 678)** — Oct. 8-10, Baton Rouge, La. Contact Don Rogers, 30 Hurd St., Lynn, Mass. 01905; (617) 595-1137.

• **USS Canberra (CA 70/CAG 2)** — Oct. 8-10, St. Louis. Contact Paul D. McManuels, 317 Somerset Drive, Shiremanstown, Pa. 17101; (717) 737-2516.

• **USS Murphy (DD 603)** — Oct. 8-10, Virginia Beach, Va. Contact Tom Hise, P.O. Box 6254, Virginia Beach, Va. 23456; (804) 363-8428.

• **USS Leyte (CVA/CVS 32 and AUT 32) Association** — Oct. 8-10, Fort Walton Beach, Fla. Contact Clarkson B. Farnsworth, 615 Sanders Ave., Scotia, N.Y. 12302; (518) 346-5240.

• **USS Foote (DD 511)** — Oct. 8-11, Charleston, S.C. Contact Wilbur V. Rogers, 12243 Brookshire Ave., Baton Rouge, La. 70815; (504) 275-9948.

• **VF 12 Corsair Squadron** — Oct. 8-11. Contact C.R. Winterrowd, 3560 Edgefield Place, Carmel, Calif. 93923.

• **USS LST 325 (World War II)** — Oct. 8-11, Laredo, Texas. Contact Dick Scacchetti, 4531 Bracken Woods Drive, Okemos, Mich. 48864; (517) 349-1375.

• **USS Dobbin (AD 3), USS Dewey (DD 349), USS Hull (DD 350), USS MacDonough (DD 351), USS Phelps (DD 360) and USS Worden (DD 352)** — Oct. 8-12, Des Moines, Iowa. Contact Clarence V. Rudd, 1040 N.E. Sixth St., Bend, Ore. 97701; (503) 389-4919.

• **USS Helm (DD 388)** — Oct. 8-12, Metairie, La. Contact Richard 'Stinger' Steel, 1259 Wanda Way, Santa Rosa, Calif. 95405; (707) 544-0807.

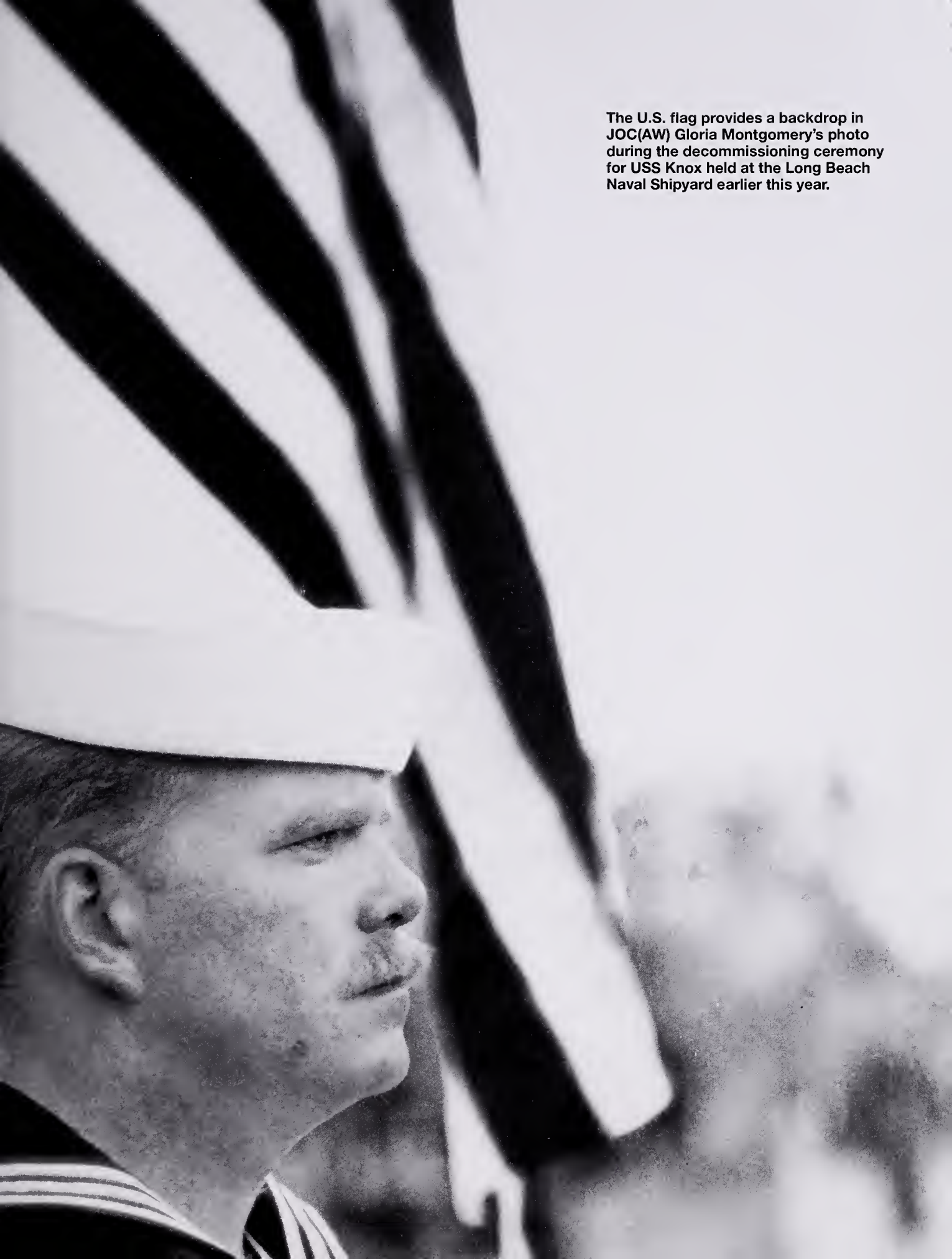
• **69th NCB** — Oct. 9-12, St. Louis. Contact John Merle, 7065 Maryland Ave., St. Louis, Mo. 63130; (314) 725-2626.

• **VQ 1/2/5/6** — Oct. 10-11, Patuxent River, Md. Contact J.D. Meyer, c/o GTE Systems, 1700 Research Blvd., Rockville, Md. 20850; (301) 217-5586.

• **USS Velocity (AM 128)** — Oct. 12-15, San Diego. Contact Ed Tanquay, 96 Colony Point Drive, Punta Gorda, Fla. 33950; (813) 639-1467.

• **USS Shubrick (DD 639)** — Oct. 14-17, Norfolk. Contact Edward T. Duffy, 3332 Cedar Grove Road, Bon Air, Va. 23235-1846; (804) 272-9343.

The U.S. flag provides a backdrop in JOC(AW) Gloria Montgomery's photo during the decommissioning ceremony for USS Knox held at the Long Beach Naval Shipyard earlier this year.





Recruiting renaissance ● Page 21

357-17-95

ALL HANDS

AUGUST 1992

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NO
MORE!

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PERIODICAL

It's all right here.



The Navy Policy Book

*A single reference of the most important
guiding principles of our Navy.*

The *Navy Policy Book*, a single-source reference for every member of the Navy team, was sent to Navy commands worldwide in July.

The book is an overall guide which details the Navy's priorities and guiding principles on a wide range of subjects. It will help individual

Navy men and women better understand the organization to which they belong. It will also help each command ensure its policies and priorities are consistent with those being pursued by the Navy as a whole.

Watch for it and read it. It's all right there.

Acting Secretary of the Navy
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 Chief of Naval Operations
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 Chief of Information
RADM Kendell Pease
 CO Navy Internal Relations Activity
CAPT Jolene Keefer
 XO Navy Internal Relations Activity
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All Hands (USPS 372-970; ISSN 0002-5577) (Number 905) is published monthly by Navy Internal Relations Activity: 601 N. Fairfax St., Suite 230, Alexandria, VA 22314-2007. Second-class postage paid at Alexandria, Va. 22314, and additional mailing offices.

Subscriptions: Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Postmaster: Send address changes to *All Hands*, 601 N. Fairfax St., Suite 230, Alexandria, Va. 22314-2007.

Editorial Offices: Send submissions and other correspondence to: NIRA, Print Media, Attn: Editor, 601 N. Fairfax St., Suite 230, Alexandria, Va. 22314-2007. Phone (703) 274-6208 (AV 284-4455) for editorial; (703) 274-5953 (AV 284-4315) for distribution.

Message: NAVINRELACT WASHINGTON DC.

Authorization: The Secretary of the Navy has determined that this publication is necessary in the transaction of business required by law of the Department of the Navy. Funds for printing this publication have been approved by the Navy Publications and Printing Policy Committee.

NIRA also publishes *Captain's Call Kit*, *Navy Editor Service*, *Navy Family Life-line*, *Navy News Service* and *Public Affairs Communicator*.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
 AUGUST 1992 — NUMBER 905
 69TH YEAR OF PUBLICATION



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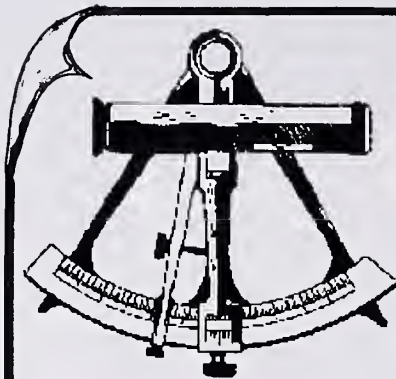
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Back cover: U.S. and Republic of the Philippines Marines take down their respective flags at sunset aboard Naval Station Subic Bay. In December the U.S. flag will come down for good when the Navy withdraws from the Philippines. Photo by PH1(AW) Joseph Dorey. See story Page 18.



From the charthouse

What's in style?

The Chief of Naval Operations recently approved the following changes to the Navy Uniform Regulations:

- Dinner dress blue/white jackets for E-1 to E-6 personnel — authorized for optional wear. Silver buttons will replace gold buttons and a black instead of gold cummerbund will be worn.

- After childbirth, if a woman is unable to reach her normal body fat or clothing size because of medical reasons, commanding officers can extend maternity clothing wear for up to six months.

- Earrings are prohibited for male personnel in civilian attire when in a duty status or while in/aboard any ship, craft, aircraft, or in any military vehicle, or within any base or other place under military jurisdiction or while participating in any organized military recreational activities. When considered appropriate by the prescribing authority under article 12201.2., earrings may be prohib-

ited while in foreign countries. No other articles shall be attached to or through the ear or nose.

Don't touch that dial

The Navy is spending a lot of money on unofficial telephone calls. Unofficial calls may be authorized by the Chief of Naval Operations or Commandant of the Marine Corps, as appropriate, when considered to be in the best interest of the Department of the Navy (DoN) and when the use of commercial telephone service is impractical. Authorization may be granted for special occasions by individual commanders or heads of activities within DoN.

Telephones may be used to check on family members, make or cancel an appointment, check on the status of home or auto repairs, notify family members of overtime or other changes in schedules. All other calls are prohibited.

Civilian and Navy supervisors must ensure that authorized use isn't abused and that all government billed toll and long distance calls are for "official business" except in emergency cases.

Personal local and long distance calls from DoD telephones are allowed if the calls do not adversely affect the performance of the employee and if there is no charge to DoD.

An investigation of all unauthorized calls should be conducted, and repayment of charges and processing costs will be collected from the identified offender. If the situation warrants, appropriate administrative or disciplinary action will be taken.

On the road again?

Moving is an unavoidable part of military life, so the Navy has the Relocation Assistance Program to lessen any affect an upcoming move may have on sailors and their families.

Relocation assistance provides counseling for members and their families on pre-departure planning and settling in. The program provides helpful information on topics such as child care and schools, household goods shipment, medical facilities, spouse employment assistance, housing availability and more. Assistance is availa-

ble at no cost to every service member at every family service center (FSC).

Contact your nearest FSC for more information about relocation assistance.

Wanted . . . flag writers

If you're a yeoman, E-6 or above, seeking to go where no opportunity has taken you before, here's your chance. Flag writers are specialized yeomen (NEC 2154) assigned to the personal staffs of senior officers, executive-level activities and, in some cases, joint or foreign billets to assist those officers or senior-level civilians with administrative details.

Specific duties may change, but the flag writer's mission remains the same — support and assist the boss. Flag writers are not subject to rotational constraints, but

that is not to say that variety and

challenge doesn't exist.

Flag writers are stationed around the globe, from afloat units and bases to fleet staffs and unified commanders-in-chief — wherever there is a flag or general officer and a 2154 billet.



Sexual harassment training: an all-hands effort

A sexual harassment training package, including a videotape made by Chief of Naval Operations ADM Frank B. Kelso II, was sent to every command in the Navy mid-June 1992. Its purpose is to ensure that Navy people know how to recognize sexual harassment, prevent it, report it properly when it occurs and conduct themselves appropriately at all times.

The training will be mandatory for all personnel, to be completed by Sept. 1, 1992. It will also be a CNO special-interest item on command inspections.

"This is an all-hands effort, but leadership from the top is paramount," Kelso said in a memo accompanying the package. "Your people must be able to see your clear commitment to and support of our policy of zero tolerance of sexual harassment. The time for mixed signals is past."

The package provides a standardized training source applicable to Navy personnel at every level of the chain of command.

Designed to provide command trainers with everything they need, the package includes:

- A 28-page lesson topic guide designed to teach students to:

- Understand individual rights and responsibilities and understand Navy leaders' responsibilities with regard to sexual harassment

- Discuss the detrimental effects of sexual harassment

- Identify characteristics of commands successful in preventing sexual harassment and

- Identify sexual harassment and determine appropriate actions in case studies.

- Originals for 40 transparencies to support the lesson plan. Command trainers need only copy them onto transparency film.

- Sixteen case studies, based on actual incidents in the Navy, dealing with various situations related to sexual harassment. Instructors are to select the four or five most applicable to their students for use with the lesson. Questions are provided to help facilitators lead discussions of each case, and study and discussion points are provided to ensure the most important points are covered.

- Sample notes for command plans of the day/week to publicize facts about sexual harassment, methods to deal with discrimination in any form and messages designed to help prevent sexual harassment.

- A bibliography which lists source instructions, correspondence and messages.

- A list of other resources, including current sexual harassment training and available movies, tapes and posters to publicize grievance procedures.

If you're interested, contact your command career counselor for guidance on how to apply for "C" school. Specific guidance can be found in the Enlisted Transfer Manual, Chapter 9.18.

Infant lead-level screening OK'd

CHAMPUS has expanded its well-baby care benefit to include one blood lead-level screening for infants up to age 2. This new benefit, author-

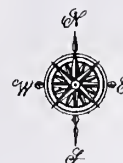
ized by Public Law 102-190, became effective Dec. 5, 1991, for care received on and after that date.

Claims for lead-level screening should be submitted to the CHAMPUS claims processor for the state in which the care is provided. For additional information contact your local Health Benefits Adviser or the CHAMPUS office, Benefit Services Branch, Aurora, Colo. 80045-6900 or call (303) 361-3907.

Women's memorial needs your name

In 1986 Congress authorized a memorial to women in our armed forces. It will be located at the main gate of Arlington National Cemetery in Washington, D.C. The memorial will include a computer register of women in the U.S. Armed Forces from the American Revolution to the present. Included are active-duty, reserve, National Guard and veterans. The register

Please help in the nationwide search to locate the 1.8 million service-women so their names can be entered in this roll of honor. Call 1-800-4-SALUTE for information on registration.



NO MORE!

*It's all here in black and white:
sexual harassment is no longer a gray issue*

By LTJG John M. Wallach

Make no mistake, Navy leaders have their game faces on and are staring down sexual harassment. They want it gone, and they want it gone in a big hurry.

The events which transpired at the 1991 Tailhook convention, by anyone's account, have stained the fabric of the Navy and Marine Corps. The incident has embarrassed all who wear the sea services' uniforms with pride. It has prompted the resignation of the Navy's highest official. It has received congressional attention and has gone so far as to draw the concern of the President himself.

Worse yet, it has served to erode public confidence in the Navy-Marine Corps team's ability to carry out its vital mission — protecting our nation's security. Graphic accounts of the Tailhook debacle have been splashed across front pages. Its images have been broadcast from New York to Fargo, N.D., from San Diego to Omaha, Neb. Ask anyone in America about the Navy and Tailhook; you'll probably get an earful.

But most profound has been its effect on the Navy and Marine Corps as an institution. By the very nature of their mission, the responsibility they shoulder and the public trust vested in them, sailors and Marines are held to higher standards of conduct than other Americans. The crimes and disgraces at the Tailhook convention have cast dark shadows of doubt on that fundamental tenet, and they are standing in the way of the Navy and Marine Corps getting on with the important business at hand — preparing for an uncertain future and the many challenges it holds.

On its surface, it is difficult to see any good coming from Tailhook '91. But a closer look shows that it has provided both the impetus and the opportunity for the Navy to consider not only the behavior and attitudes of a few, but of the Navy as a whole — a chance, albeit a tragic one, to fix the long-standing problem of sexual harassment.

In early July, Undersecretary of the Navy Dan Howard, together with Chief of Naval Operations ADM



Photo by PHC(SW) Jeff Elliott

"Anyone still wasting time disparaging women, fighting their integration or subjecting them to sexual harassment is a dragging anchor for the entire Navy and Marine Corps. Anyone who still believes in the image of a drunken, skirt-chasing warrior back from the sea is about a half century out of date. If that's you, we don't need you."

**—Undersecretary of the Navy
Dan Howard, July 1, 1992**





Photo by PHT Michael D.P. Flynn

"We intend to ensure that ignorance, prejudice and unprofessional attitudes do not impair the ability of our sailors and Marines to fight and win in the defense of the United States."

He cited the progress the Navy and Marine Corps have made in integrating women into their ranks. Navy women now command aviation squadrons and logistics ships and serve as test pilots and astronauts, while the Marine Corps boasts the first woman brigadier general in history to command a force service support group.

"Tailhook, however, showed us in the ugliest possible way that we're not there yet," Howard said. "The attitudes that led to that incident and others that have continued to unfold have absolutely no place among professionals in uniform or in this department. I'm directing immediately that we take specific steps to drive them out."

Of the five steps to which Howard referred, two were initially proposed by Garrett, who tendered his resignation June 26, accepting full accountability for what took place on his watch at Tailhook '91. The measures are designed to eradicate sexual harassment in the Navy and Marine Corps, to ultimately change a mind-set throughout the sea services. They are decisive, to be certain, but they exemplify the extent to which the Navy's leadership has taken the problem to heart.

The first step goes to the core of the legal issues behind sexual harassment, proposing a modification to the Uniform Code of Military Justice (UCMJ). "Up until now, sexual harassment in the Armed Forces has been a fuzzy legal concept," Howard explained, voicing his discontent over the handling of the offense in the past through what he described as a "patchwork of policies and indirect criminal provisions."

Under the new proposal, which Howard said he had already signed and was forwarding to Secretary of Defense Dick Cheney, debate would be opened to amend the UCMJ to deal specifically with the offense of sexual harassment, as well as with the provisions for dealing with it.

Step two established a standing committee on women in the Navy and Marine Corps, responsible directly to the Secretary of the Navy, to make recommendations for enhancing opportunities for women and eliminating demeaning behavior and attitudes toward them. Although at the time of this printing official committee membership had not been announced, Howard indicated

Frank B. Kelso II and Commandant of the Marine Corps Gen. Carl E. Mundy Jr., summoned hundreds of senior Navy and Marine Corps leaders to a Pentagon auditorium for a detailed briefing on the Navy Department's new course of action to eliminate sexual harassment. The plan was straightforward and decisive; Howard pulled no punches. The mood in the room was deadly serious. The audience sat at quiet attention as the former Marine condemned the actions that took place at the Las Vegas Hilton last September, vowed to correct the archaic attitudes behind the deplorable behavior and outlined the resolute steps to bring about a cultural change of the highest order.

Howard opened with reverent praise for the man he was standing in for at the Navy's helm. Describing former Navy Secretary H. Lawrence Garrett III as a gentleman and devoted public servant, Howard vowed to ensure Garrett's sacrifice was not made in vain. "We intend to ensure that ignorance, prejudice and unprofessional attitudes do not impair the ability of our sailors and Marines to fight and win in the defense of the United States," Howard asserted.



"We're going to help our young people understand what our moral standard is, and we're going to expect them to adhere to it. If they can't, we don't want them. We want them out."

it would be chaired by Assistant Secretary of the Navy for Manpower and Reserve Affairs Barbara Pope and would include other Navy and Marine Corps members and government civilians "from the trenches — the people who have had to live with the problems."

Howard disclosed that likely appointees could include RADM Mary Ann Stratton, director of the Navy Nurse Corps and assistant chief of the Bureau of Medicine and Surgery for Personnel Management; CAPT Marsha Evans, former chief of staff of the U.S. Naval Academy; Maj. Gen. Charles Krulak, assistant deputy chief of staff for Manpower and Reserve Affairs, Headquarters Marine Corps, who commanded a mixed-gender force service

support group during Operation *Desert Storm*; Col. Ann Quebodeaux, director, Human Resources Division, Headquarters Marine Corps, whom Howard described as "one of the toughest bosses" in the Marine Corps; and CAPT James Amerault, former commanding officer and executive officer of USS *Samuel Gompers* (AD 37), a destroyer tender with both men and women assigned.

Howard's third step traces its roots to the historic 1989 Navywide safety stand-down. He is calling for a similar measure "for the express purpose of making absolutely clear to each and every sailor, Marine and civilian employee of [the Navy and Marine Corps] that we have policies," he said. "We're going to make sure they understand precisely what those policies are with regard to sexual harassment, and what our expectations are for performance."

Under Howard's plan, every command and unit in the Navy and Marine Corps must halt operations for a single day to conduct sexual harassment awareness training, using training materials and instructions formulated by the CNO and the Commandant. He also directed that the training include a reemphasis on the problems of abusing alcohol and "the obligations to conduct oneself in the way our society expects."



Photo by Katie Patterson

"I can only expect you to search your conscience, to uphold your standards of professionalism. I can also ask you to recall the face and the words of LT Paula Coughlin, and realize that this was not some kind of victimless lark. People were hurt, and the institution was hurt. Now is the time for honor, and honor means honesty."

Initial CNO guidance mandated that all sailors and Marines complete this training no later than Jan. 1, 1993. "We're moving it back to Sept. 1," Howard stated firmly, "and then there will be no excuse."

Fourth on his list of reform measures, Howard called upon the honor of those culpable in the Tailhook assaults, asking that they step forward. Although legally restrained from ordering the guilty officers to incriminate themselves, he charged them to recognize their responsibility for respecting the truth. He asked them to recall the face and words of LT Paula Coughlin, the Navy officer and naval aviator assaulted by a "gauntlet" of her peers on the now-infamous third floor of the Las Vegas Hilton, who came forward to tell her story through the national news media.

"I can only expect you to search your conscience, to uphold your standards of professionalism," Howard said. "... realize that this was not some kind of victimless lark. People were hurt, and the institution was hurt. Now is the time for honor, and honor means honesty."

In his fifth action, Howard called on the leadership of the Tailhook Association to disband the organization,

"The pendulum will swing. People will be tense. People will be nervous. People will have to make constant recalibrations, readjustments. I have to do that every day. Welcome to the real world."

stating that the association "has been in existence for a long time, and the problems associated with it have been around for just as long. There have been efforts over the years to fix those problems, but all of those efforts have ultimately failed."

Howard said he could foresee no circumstances under which the Navy would ever renew its ties with the association. He also stated in no uncertain terms that it

U.S. Navy photo

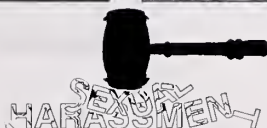




Photo by Harold Garvin

"[We have] to get on with the business of changing how we behave, and changing our attitudes. I can't change your attitudes. . . . the only people who can change attitudes are you, and everybody like you in the Navy and Marine Corps as individuals. I believe you can do that. I have that kind of faith in you."

would be inappropriate for any active-duty officer to serve as president, as a board member or in any other senior position with Tailhook.

The acting secretary revisited a central theme several times during his hour-long presentation, a theme that laid the blame for the conduct at Tailhook not only at the feet of the members of the gauntlet, but also at the feet of those who looked the other way, and in doing so, condoned the appalling behavior and reaffirmed the existence of outdated beliefs and attitudes.

Tailhook "was just as much a problem with the toleration of Stone-Age attitudes about warriors returning from the sea, about Navy and Marine Corps people that think the rules of civility and common decency can be suspended at will, and most of all, about alcohol as an excuse for disgraceful behavior," Howard said. "[The Tailhook incidents] were committed by a few, but they were excused by far too many, [including] all the leaders over the years who turned a blind or bemused eye to the crude, alcohol-inspired antics of a few idiots in our ranks."

Photo by PH2 Milton Savage



"I think this Navy and Marine Corps constitutes the finest institution on the planet. I'm proud of the performance demonstrated to the nation in Desert Shield and Desert Storm. We need to recover that pride, and you can help us do it."



meeting the expectations of our society for fairness, professionalism, integrity and equality of opportunity."

And so the writing is on the wall — in indelible ink. The Navy and Marine Corps mean business when it comes to purging sexual harassment from their ranks, and it goes without saying that there will be serious consequences for those who choose not to play by the rules. The Navy has had a policy of zero-tolerance for sexual harassment for some time, but never has the issue come under such intense scrutiny as in recent months.

And if the Navy and Marine Corps' track record is any indication, sexual harassment will go the way of drug abuse and racial discrimination.

"We have a lot of work ahead of us, but I'm absolutely certain that we will emerge from this period as a better Navy," Kelso said during his opportunity to address the group. "We will emerge from this period ensuring that we treat all people with dignity in their work — in uniform, out of uniform, wherever they may be — in a better way than we have done in the past. It's absolutely essential that we do so." □

Wallach is director of Print Media, Navy Internal Relations Activity.



Photo by PHC(SM) Jeff Elliott

Acting SecNav named

President Bush named DoD Comptroller Sean O'Keefe Acting Secretary of the Navy in an announcement July 7, 1992.

A 14-year public servant who began with the Navy Department in 1978, O'Keefe has been DoD's chief financial officer since May 1989. Previously he has served on the staff of the U.S. Senate Appropriations Committee, as staff director of the Defense Appropriations Subcommittee and as a budget analyst at the Naval Sea Systems Command. The New Orleans native also served in a working group to develop the 1988 Republican Party Platform.

The presidential appointment as acting secretary is valid for 120 days under a law covering anyone previously confirmed by the U.S. Senate. The temporary appointment would be extended if a formal nomination is made during that time until the nominee is confirmed. The temporary appointment was made to bridge the leadership gap because of the length of time required for Senate confirmation, according to DoD spokesman Pete Williams.

O'Keefe succeeds H. Lawrence Garrett III, who resigned in the wake of the Tailhook scandal. In a message to the fleet, O'Keefe noted Garrett's sacrifice to remove the "stain on the honor and credibility of the Navy and Marine Corps."

"The message is this," O'Keefe said. "Those who wear the uniform with pride will be treated with respect. Those who cannot will be removed from our ranks. In the Department of the Navy, gender is neither a qualification nor a disability." □

Seabee stingers

Operation Bee Sting bones fighting skills

Story by LT Dennis Burt, photos by OS2 Steve Walkup

A light spring rain falls to the forest floor. It's an annoyance to the 32 men and women assigned to Construction Battalion Unit (CBU) 411, but nothing they can't overcome — Seabees are trained to operate under any condition. Heavily laden with field gear, the unit slowly makes the five-mile journey to base camp.

Suddenly the unmistakable sound of M-16 rifle fire breaks out from the underbrush. The entire unit reacts at once, dropping to the muddy ground and assuming a defensive posture. Moments later the aggressors break off their attack, and the unit slowly returns to its journey through the forest.

Life in a CBU can be interesting to say the least — traveling to distant lands at a moment's notice to take on construction projects in what is usually less than friendly territory. Doing this requires a lot of training, and training was the name of the game in *Operation Bee Sting*.

"*Bee Sting* was our version of the tactical training every Seabee unit conducts on an annual basis," said LTJG Craig Prather, officer in charge of CBU 411. "My assistant officer in charge Senior Chief [Steelworker George] Havash and I both came from battalions and planned our exercise to have the intensity and magnitude of a battalion exercise."

Bee Sting lasted nine days and consisted of three different phases — preparing to deploy, deploying to an unfamiliar site and conducting construction operations, and defensive warfare training.

The first phase of the exercise, conducted at CBU 411's home port of Naval Station Norfolk, Va. involved "mount outs." A mount out is when the unit acquires, assembles and prepares the materials, tools and equipment they need to accomplish their mission. Under normal circumstances this takes 48 hours. However, according to Prather, CBU 411 conducted a disaster preparedness mount out, put all that equipment away, then mounted out for *Bee Sting*, all in 48 hours.

"Before we left Norfolk we also had a week of instruction from the Marine Corps fleet anti-terrorism security team company of Norfolk," said Prather. "They really helped us out — they gave us some good classroom and field training to help prepare for the exercise."

The second phase involved deploying to Naval Radio Station Sugar Grove, W.Va. There, the Seabees began what was planned to be four construction projects.

"We planned four projects," said Prather. "But we realized we could do more in the time we were there. It meant putting in some extra hours,



but it was great hands-on training — we were pleased with the results."

Some of the 10 projects completed by CBU 411 at Sugar Grove included bachelor enlisted quarters renovations, installing 2,000 linear feet of water line and constructing concrete pads for bleachers and a recycling center.

LCDR Raymond Lopez, commanding officer of Naval Radio Station Sugar Grove had high praise for the Seabees. "We were in desperate need of water line replacement and sidewalks on base, and this was an opportunity to get them well ahead of contracted work that wasn't scheduled to begin until 1994. We really got more than we expected."

The third phase of the operation was defensive warfare training. For five days the Seabees defended their base camp, five miles into the woods, against an aggressor force



Left: BU2 Donald Hall stands watch in his foxhole at the CBU 411 base camp. Below: SW2 Brian Derosa helps BUCN Teri Lapham take a compass reading.



made up of the six members of the unit with the most field experience.

The base camp was a small tent city with a 180-degree defensive perimeter, designed to protect against a single terrorist or squad-sized attack.

According to Prather, the toughest part was a five-mile march through the woods to the base camp. "While working our construction projects, we were able to drive. But during the tactical part of the exercise I wanted to get some time in the field, so we took the long way home — we walked."

An unexpected aggressor force was waiting for the unit in the woods and staged several attacks against them.

"I think the defensive force did an excellent job," said Construction Mechanic 2nd Class Jeffery Caldwell who was a member of the aggressor force. "They kept their spacing and did everything right. Most of them had little experience, but their response was tremendous."

Engineering Aide 2nd Class Katherine Wright was part of the defensive force. She believes that the training they received from the Marines before deploying was invaluable. "I felt well prepared, and was mentally and physically ready. The aggressors were very good. I wouldn't want to face those guys in a real war."

The training received by the Seabees of CBU 411 mirrored what actual wartime operations would be like. "I think everyone should go through something like this," said Wright. "It really opens your eyes to what war is like when the bombs start dropping and the rifles fire. It takes the glory out of it and makes it real." □

Burt and Walkup are assigned to Naval Station Norfolk Public Affairs.



From battlefields to playing fields

Pros who honed their game in the military

Story by Cpl. Karl C. Ulrich

It was January 21, 1979, Super Bowl XIII, the first Super Bowl rematch in history and, upon closer inspection, one of the few Army-Navy grudge matches ever to make it into the annals of the National Football League (NFL) championships.

The Dallas Cowboys were about to go up against the "Steel Curtain" of Pittsburgh, and while Dallas had emerged victorious over the Denver Broncos in Super Bowl XII, odds-makers were still giving the Steelers a 4-point advantage. It seemed no one could forget when these titans last clashed in Super Bowl X. And if the adage that history repeats itself was true, Dallas would crumble against Pittsburgh's defense.

A nationwide television audience tuned in to watch two of the most dominant teams in NFL history. But practically unnoticed was the interservice aspect of the game that pitted the surgical offensive passing strategy of an ex-naval officer against the gutsy, hard-charging running of a former Army soldier.

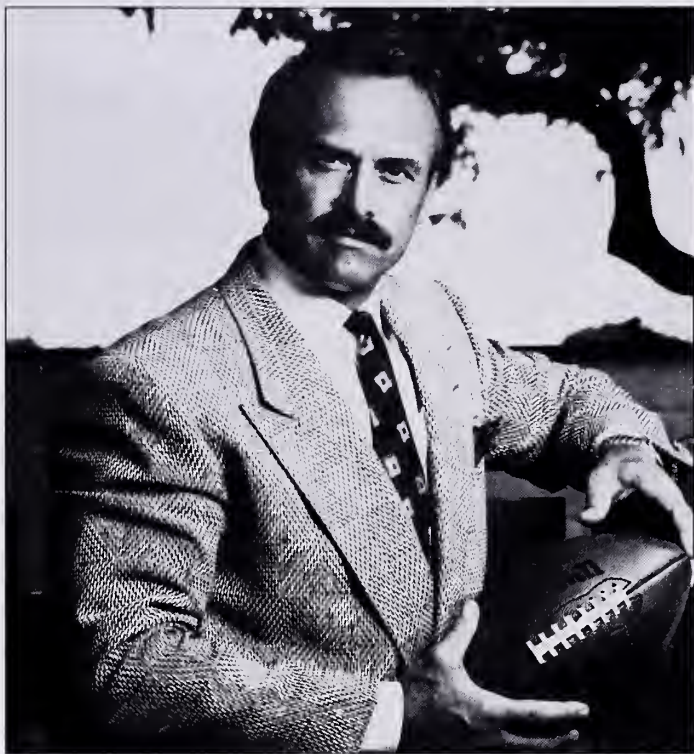
On the Army's side was Pittsburgh running back and Vietnam War hero Rocky Bleier who, with only seven seconds remaining in the first half, caught a touchdown pass giving the Steelers a 21-14 lead. At the Navy's helm was Dallas' star quarterback Roger Staubach, a U.S. Naval Academy graduate.

When it was over, Pittsburgh emerged victorious, 35-31. In the eyes of most, it had been a typical Pittsburgh-Dallas battle. But to those with a flair for military history, the Orange Bowl in Miami was filled with the old-fashioned flavor of an Army-Navy game.

If any of this sounds unusual to you, it shouldn't. The U.S. Armed Forces have been home to numerous professional athletes, even before the days when Willie Mays played baseball for the Army and Hall-of-Famer Ted Williams was a Marine Corps aviator.

"There are a lot of similarities between sports and the military," said Bleier, who served as an infantryman during the Vietnam War. "The ability to take instructions and believe in your leaders, for example.

"In the [military] you have to react to instructions; don't question, just react. It's the same thing in sports. You have to be able to trust in your coaching staff. You



Above: Rocky Bleier attributes his success on the gridiron to training he received in the Army. Opposite page: David Robinson is possibly the most famous player to wear a Navy basketball jersey. His number was retired upon his graduation from the Naval Academy.

do your job and let them do theirs."

But having faith in your leaders is only part of the link between professional military men and women and professional athletes. Another is preparation.

As a midshipman, Staubach had been taught the value of preparation and reaped its rewards in pro football.

"Although I wasn't the starting quarterback for the Dallas Cowboys until my third year," Staubach said, "I was ready because I prepared each week as though I was going to start. I was physically in good shape because I worked out every day, and I was mentally ready to play because I studied the game plan.

"This foundation came from my training in the military. The minute I stepped on the Naval Academy campus, I was learning strict discipline and the necessity of being prepared. . . . I don't feel I would have received this foundation from any other college or university."

Teamwork is yet another ingredient common to both military and athletic success. Most leaders, whether they're coaches or commanders, agree teamwork is essential to victory.

"The whole aspect of a fire team, from a 'grunt's' point of view, is that you support each other," Bleier said. "You have your area of responsibility, and, hopefully, the guy next to you will cover and overlap. But you can't worry about him, you have to take care of your own field."

"Again, it's the same with organized teams, especially football. You have your responsibility. It doesn't help you if you feel you have to look over your shoulder at everybody else. You do your job, everybody else does their job, and the cumulative parts make the whole."

But even in one-man sports, which rely more on individual talent than teamwork, common principles are readily apparent. For golfing legend Lee Trevino, one of these was discipline. And he found plenty of it in the Marine Corps.

"I didn't have much discipline when I was young," Trevino said, "and I've said it many, many, many times — if it wouldn't have been for the Marine Corps teaching me discipline, self-respect and motivation, I would have probably ended up in prison somewhere."

Enlisting as a Marine Corps machine gunner at 17, Trevino quickly discovered that shooting a couple of rounds meant more than just playing a few holes of golf.

"I prided myself in being the best machine gunner they had," said Trevino. "The one thing they taught me more than anything was to like myself, that I was somebody, and I could become someone. And here I am now, one of the best golfers in the world."

But life in the Marines wasn't all guns and ammo for this "king of clubs." After serving two years as a machine gunner, Trevino reenlisted for a Far East tour and, by a true stroke of luck, found himself playing on the Marine golf team.

On his way to Japan, Cpl. Trevino had orders to a special reconnaissance battalion, but due to an administrative error he wound up working in the chow hall.

"I was there on mess duty for about a week," said Trevino. "So I went in to see the captain and said, 'Listen



Roger "the Dodger" Staubach brought glory to the Naval Academy when he won the Heisman trophy as the best college athlete in the country. He went on to become a Super Bowl MVP while playing for the Dallas Cowboys.

sir, I've been in the Corps now almost two years. I've done my tour over here once. I've been on mess duty before. I'm an NCO (noncommissioned officer). I'm not supposed to be pulling mess duty.'

"He looks at me and says, 'Trevino, your orders were kind of messed up. This paperwork is going to be a headache. Do you play a sport?' And I said 'Yes, sir, I do; I play golf!'"

After spending two years training Trevino how to crawl into a bunker, the Marine Corps wanted to see how good he was at getting out of one. Trevino shot a 77 and 68 for 36 holes and qualified for the No. 5 position on the six-man Marine team.

"I couldn't believe it," said Trevino. "I was supposed to have been on reconnaissance doing night patrols somewhere, and I end up in Special Services playing golf with all the colonels and majors."

"Our team never lost a single interservice meet in the two years we played out there. We beat everybody that had a team."

"Everybody" included the Army's team which boasted such players as the legendary Orville Moody — considered the best player in the Far East at the time.

Clearly the Marine Corps was a big boost for Trevino, who, like many, calls the Corps "the finest fighting unit anywhere in the world." But not all athletes who served in the military volunteered. For some players, like Willie Mays and Ted Williams, military service wasn't as much an option as it was an obligation.

Mays, who was drafted during the Korean War, continued to do what he did best — play baseball. Though his salary was considerably less and he missed two years in the big leagues, he was able to refine his skills by playing on the Fort Eustis, Va., post team.

However, Williams was selected as a naval aviator and wound up flying planes for the Marine Corps. Unlike Mays, Williams was recalled for not one war, but two, serving in both World War II and Korea. But while the drafting of big-name athletes was not uncommon during that era, in today's age of the all-volunteer force, very

Below: Another gridiron star for the academy was Napoleon McCallum, who traded his Navy blue and gold for the silver and black of the Los Angeles Raiders. Right: Golf master Lee Trevino was saved from a tour of duty in the "spud locker" when, as a Marine corporal, he made the Marine golf team.

few pro-caliber players ever serve in the military. But there are exceptions.

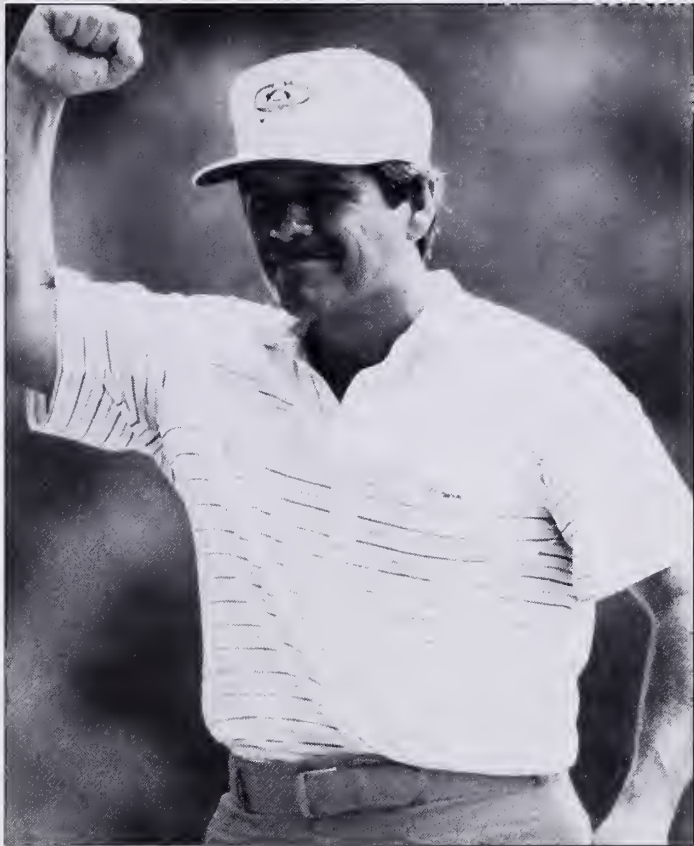
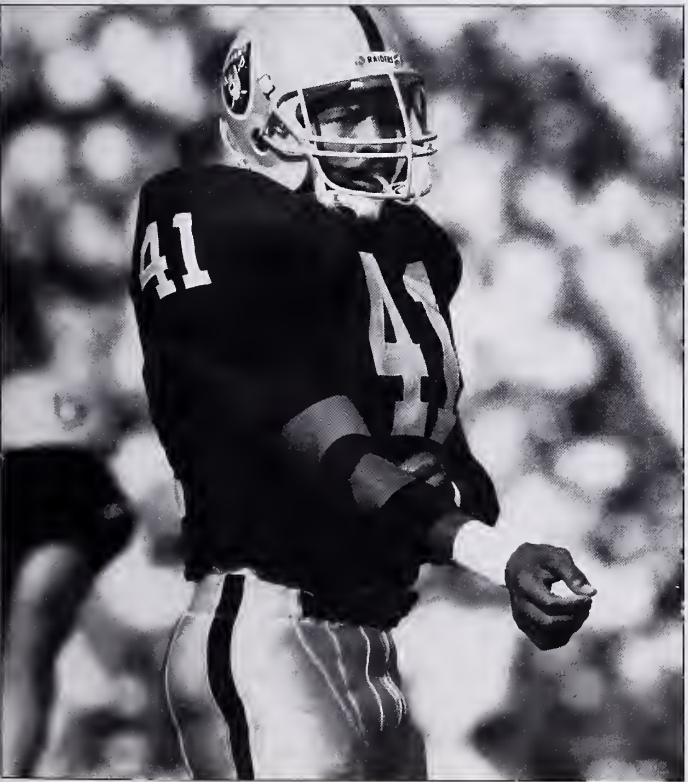
David Robinson and Napoleon McCallum are examples. Robinson, who was only 6-feet 6-inches tall when he entered the Naval Academy, wasn't considered a pro basketball prospect coming out of high school. But at the academy the star center of the National Basketball Association's (NBA) San Antonio Spurs shot up seven inches, peaking the interests of several pro scouts.

Eventually, ENS Robinson became the NBA's No. 1 draft pick. Robinson served two years on active duty before joining the Spurs, with a \$26 million contract.

McCallum served a five-year Navy obligation following graduation from the Naval Academy before playing full-time for the Los Angeles Raiders.

But McCallum wasn't the first to return to the playing field after such a long absence. Staubach clearly would have been a first round draft pick if it hadn't been for his four-year military service obligation.

As it turned out, the Hall of Fame quarterback wasn't drafted until the 10th round when Dallas coach Tom Landry decided to "take a chance" on the young Heisman Trophy winner.



"After I graduated the Naval Academy and knew I had a chance to play for the Cowboys on completion of my four years in the service, I had a football with me at all times," Staubach said. "My friends in the Navy can tell you about how I would talk them into catching the ball for me, even when we were in Vietnam."

By the time he retired from professional football, Staubach had virtually rewritten the record book for NFL quarterbacks, leaving the game with the highest efficiency rating of any quarterback in NFL history. And, like Bleier, Staubach also wears a Super Bowl ring.

There is virtually no athletic arena untouched by a former military athlete.

Former heavyweight boxing champ Ken Norton may not have floated like a butterfly or stung like a bee, but the former Marine had enough speed and spunk to force even the great Muhammad Ali to kiss the canvas.

Phil McConkey caught passes for the Naval Academy before going on to the pros. He starred as a receiver for the New York Giants during a career that included a "circus catch" for a touchdown in the Giants' Super Bowl XXI victory. Tennis great Arthur Ashe, a former Army lieutenant, went on to become the first black man to ever win the U.S. Open. And the list goes on and on.

Discipline, teamwork and strong leadership will always be ingredients in the recipe for success — born in the military and in sports. And America will always have its heroes — whether they're on the playing field or on the battlefield. □

Ulrich is a Marine Corps staff writer for Profile magazine. Photos courtesy of the U.S. Naval Academy.

Earthquake!
Earthquake!
Earthquake!
Earthquake!
Earthquake!
Earthquake!
Earthquake!

Training to be there when the need arises

Story by JO3 Michael J. Viola,
photos by PH2(AW) G.J. Barry

Earthquakes ... one of the worst disasters Mother Nature can unleash on mankind. The ground can literally open up and swallow cars, buildings and, tragically, people. Earthquakes cripple cities, leaving residents to pick up the shattered pieces of their lives.

Recently, USS *Jason* (AR 8) went to San Francisco to assist with *BayEx '92*, the Bay Area's annual earthquake preparedness drill. The drill scenario was simple. *Jason* was moored to a pier the size of a football field just off the downtown area. In case the city lost its fire main, *Jason* would act as back up furnishing vital fire-fighting water to the city's fire trucks with her four installed fire-

fighting pumps and two portable pumps.

"I thought it was amazing that *Jason* could provide fire-fighting water to more than 27 fire trucks plus keep her fire main at 120 [pounds per square inch]," said LTJG Dean R. VanWormer, *Jason's* damage control assistant.

Besides providing fire-fighting support, 300 *Jason* sailors stood by to help with "rescues." *Jason* also aided San Francisco's electric company by furnishing power for the pseudo-devastated city.

Jason supplied a helicopter control team to assist MH-53 helicopter crews from Helicopter Mine Countermeasures Squadron 19, Alameda,

who provided air support for the sick and injured. *Jason's* stretcher bearers practiced life-saving techniques with fire departments from all over Northern California.

"The efforts of *Jason* met all exercise goals and provided an advantageous image of the U.S. Navy in the San Francisco area," said RADM Merrill W. Ruck, commander, Naval Base San Francisco. "*Jason's* participation in *BayEx '92* was particularly noteworthy. The enthusiasm, professionalism and organization displayed by the crew highlighted the Navy's capability to assist civilian authorities in a disaster." □

Viola and Barry are assigned to USS Jason (AR 8).





Opposite page: City firefighters combined with USS *Jason* (AR 8) sailors to simulate emergency procedures during BayEx '92. San Francisco Mayor Robert Jordan complimented the ship and her crew on their part in the exercise. Above: A hospital corpsman assigned to *Jason* prepares a simulated earthquake victim for evacuation during the disaster drill. Right: Various organizations need to work as a team in the wake of a disaster. Here sailors and firemen practice debris removal on the pier in San Francisco. Below: A Navy MH-53 became an air ambulance to shuttle mock-victims to Oaknoll Naval Regional Medical Center to prepare for earthquake emergency evacuation.





West Pac reshuffle

Navy begins closure of Subic Bay

Story and photos by PH1(AW) Joseph Dorey

The days of "one-stop shopping" will soon be over in the Western Pacific for the U.S. Navy. By the end of this year, U.S. Naval Facility Subic Bay, Republic of the Philippines, will close after almost 100 years of operation.

The withdrawal from Subic comes after a lease agreement between the United States and the Republic of the Philippines was not renewed late last year. Except during the Japanese occupation in World War II, the Navy has maintained a presence here since Spain ceded the islands to the United States after the Spanish-American War in 1898.

The naval facility, which includes Naval Station Subic Bay and Naval

Air Station Cubi Point, has been a popular stop for Western Pacific sailors for years. It provided many services for forward-deployed ships and aircraft in a strategically located area. The rest and relaxation opportunities have been legendary. The natural advantage of its deep, protected harbor made it ideal for handling large battle groups.

"One of the beauties of Subic Bay is that everything is right here," said RADM Paul Tobin, commander Logistics Group Western Pacific. "The ship repair facility, the naval supply depot, Cubi Point Naval Air Station, the naval station, lots of welfare and recreation facilities — it's all in one location. In many ways there's no base like this anywhere in the world."

The enormous task of packing up and shipping out from the 14,000-

acre facility began early this year. The most visible move was the relocation of three drydocks worth an estimated \$200 million. The first of many "lasts" occurred in March when USS *Independence* (CV 62) led the last carrier battle group to visit Subic Bay.

Gradually the facility has been closing as it moves from mission-capable toward transfer-ready. The turnover date of Naval Station Subic Bay to the Philippine government is Oct. 1, 1992. The rest of the facility, including nearby Cubi Point, will be turned over by Dec. 31. But many components of the base will withdraw before that. Most family members have been moving out during the summer since school let out.

"For the most part, family members can stay until Aug. 31," said CAPT David Krieger, Naval Station

Above: Marine PFC Darren Borton stands guard over a naval magazine pier in Subic Bay as ordnance is shipped out of the Philippines.





Subic Bay commanding officer. "But with most of the schools [starting] at the new duty stations, people are going to move before that."

The facility has been under joint U.S. and Philippine government control since a 1979 treaty gave the land and buildings to the Philippine government. All non-removable items, such as permanently-mounted air conditioners and bathroom fixtures, will also be left behind. "We're trying to properly dispose of all the removable things here, and it's considerable — several million dollars worth of items," Krieger said.

"All the removable property is being screened throughout the U.S. government," said RADM Thomas A. Mercer, Commander U.S. Naval Forces Philippines. "If it is in excess or is not cost effective to move, it will be declared excess to U.S. government needs, and then the Philippine government has the first right of refusal at a certain price. After that it goes down through other disposal priorities."

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When the naval station closes, critical personnel will move over to the air station to complete the turn-over. "It will take until the end of August to get all the families out of here," Mercer said. "So through September-October we'll be phasing out of the naval station, phasing out some of the major commands and moving into NAS Cubi.

"From early November on, we'll have a couple of amphibious ships in here to act as base support — [providing] berthing, messing, communications and office spaces — so we can gracefully pull out of everything that's here, clean it up properly and turn it over in the best shape possible. It will take until mid-December until we're ultimately out of here," Mercer said.

Top: The naval station's main gate is a busy place as base workers head home. Above: Maribel Ignelzi explains the Navy/Marine Corps Relief Society at the Bride's School.

Two major components of the naval station are the Naval Supply Depot (NSD) and the Ship Repair Facility (SRF). These commands typified the capability of Subic Bay. Through war and peace, they provided 7th Fleet ships a quick and inexpensive means of resupply and repair.

"At NSD Subic, we were supporting about 51 percent of all the issues to the 7th Fleet during *Desert Storm* and *Desert Shield*," said CAPT Jay Fyfe, NSD Subic Bay commanding officer. After Subic closes, supply support will be increased at existing



Above: Cynthia Abalos checks packing crates at SRF before they are shipped off the island. Top right: Grande Island offers off-duty recreation. Right: A village outside the base is still covered with volcanic ash from the Mount Pinatubo eruption.



facilities in the Western Pacific. "Our supply business is going to NSD Yokosuka [Japan], NSD Guam and probably to some of the small storage areas that we have throughout the theater like Bahrain and Singapore."

Fyfe credited the local Filipino workers for helping make the depot excel.

"This was the premiere spot because of the outstanding work force. We've got some dedicated people who have spent their lives here. Some of their fathers have worked here. They've just done a tremendous job, and I think that's what really made NSD Subic so special — the long-term expertise of our employees."

With the downsizing of the Navy, Fyfe said the depot's closure shouldn't affect 7th Fleet too much

because "a smaller Navy needs a smaller support capability. If we're going to eliminate Subic, this is probably a good time to do it."

The majority of the equipment from SRF is also being sent to other naval facilities in the Pacific, as deployed ships will go elsewhere for needed service.

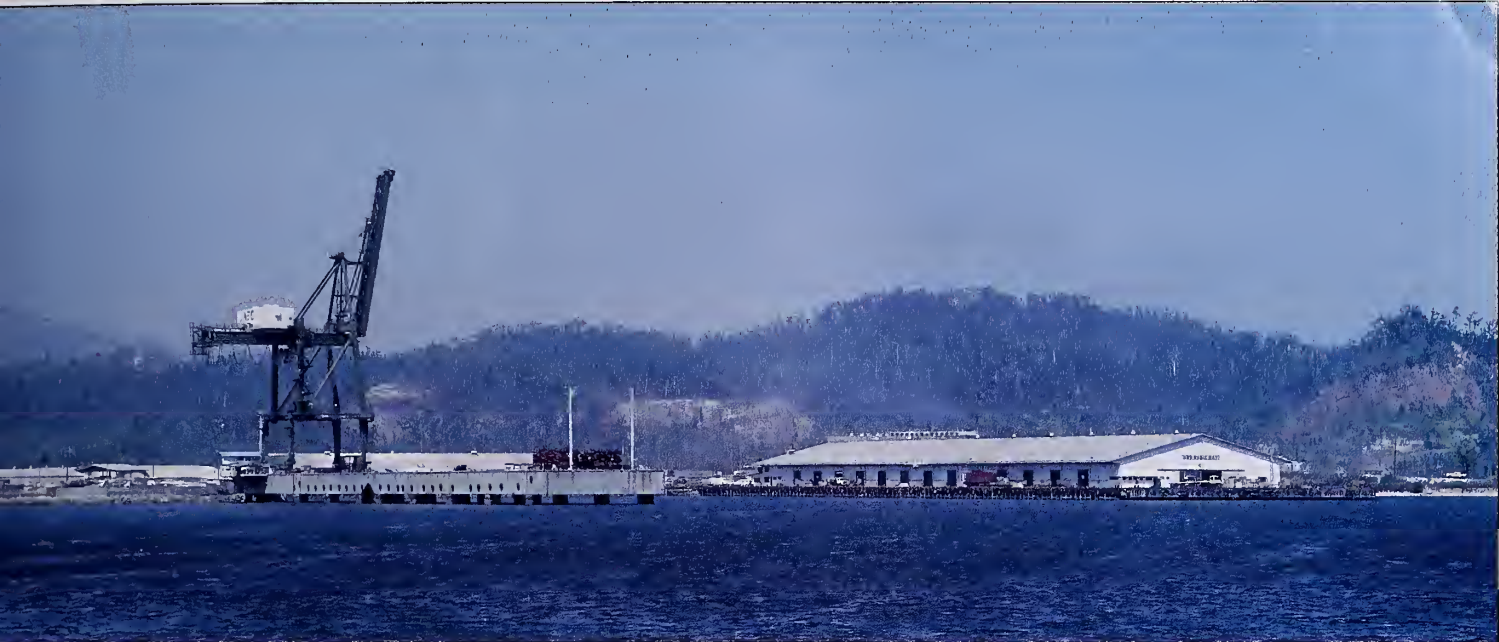
"Our function here is being spread throughout the Navy, so [repairs are] going to be done in different locations," said CDR Thomas C. Nollie, planning officer at SRF Subic Bay. "One is SRF Guam, another is SRF Yokosuka."

Nollie added that a lot of the scheduled ship maintenance that was done at Subic because of the

inexpensive labor will now be done before ships deploy.

Nollie said SRF Subic will be missed because of its strategic location and fast turnaround time. "When I was sailing on ships, our sole purpose for coming here was repair," he said. "What you're going to miss here is the ability to pull into a foreign port and get your ship fixed with all the little things that go wrong during a deployment."

"This yard is probably the quickest," Nollie said. "If you want something done overnight, this is the place to come. . . . If you talk to any of the COs on any of the ships that come through here, they all say the same thing — 'When we want some-



Above: Once filled with activity as a main source of supply in the Western Pacific, NSD's piers are now empty. Left: A couple enjoys a stroll aboard the naval station.

Tobin said. "In Subic Bay for instance, there's about 5,000 active-duty military. We're only moving about 130. So it's a very small presence in Singapore, and I don't envision in the next few years that it's going to grow significantly."

Making port visits to Singapore will not be new to Western Pacific sailors. Many ships proceeding into the Indian Ocean pass through the Strait of Malacca and have called on Singapore in the past. Tobin said that in addition to Singapore, the Navy hopes to establish some level of ship support in Indonesia and Malaysia using shipyard facilities available in both countries.

NAS Cubi Point opened in 1956 and, according to Commanding Officer CAPT Bruce V. Wood, has been a home away from home for many naval aviators.

"This is the prime location for naval aviation and has been for the last 35 years," Wood said. "Cubi Point has served very strongly in the Vietnam War, the Gulf War and any potential conflict in the Western Pacific."

"I think it comes down to a term we call 'one-stop shopping.' You can do just about anything here, but in

other parts of the world, you have to go to several different locations."

Wood also stressed the added importance the area has had during the years for training. "When you're 200 miles out at sea, there's only a certain amount of training you can do. Overland training is very important. We have targets here, specialized mining ranges and opportunities to do some specialized war training that is unusual for any other place," Wood said.

Among the military personnel at Cubi, there is a lot of empathy for the Filipino people, according to Wood.

"A lot of people are down about [the base closure]. They don't like being a part of it," Wood said. "They realize it's a requirement. We're all sailors and soldiers and we execute our orders, but being part of something that takes apart the facility that's been here 100 years is not fun. It's like tearing down your old high school."

Some commands leaving Cubi Point will stay intact. Fleet Logistic Support Squadron (VRC) 50 is moving its operation to Andersen Air Force Base, Guam. VRC 50's mission of carrier on-board support, logistics and cargo hauling throughout the Western Pacific and Indian Ocean will remain unchanged.

"All it will mean in some cases is we travel a bit further," said CAPT

thing done and we want it done quickly, this is the pit stop."

Plans are being made to contract minor ship repairs in Singapore. The newly formed Commander Logistics Group Western Pacific will be moving to Singapore later this year to coordinate the civilian contract work. However, Tobin emphasized that the Navy's presence there will be quite small.

"I've heard a lot of people say it looks like there's going to be a big move from Subic Bay to Singapore; well, actually, that's not true,"



Paul R. Statskey, VRC 50's commanding officer. "Operationally, VRC 50 will continue to operate very much the same as it has. We'll go to wherever the cargo is, we'll move it to wherever it has to be, and the fact that we'll be operating from an Air Force base will be insignificant for us on the operational side.

"The fact that we're one of the surviving elements has two factors. One is, there's a job to be done. We're focused on the job. We're

Above: VRC 50 has moved its operations to Guam. Below: The naval station was extremely busy during *Desert Storm*.

going to move the squadron to Guam and continue to operate out of Andersen. So in that regard, I'm not sure there's much emotion involved," Statskey said.

"But there's clearly emotion involved in leaving the Philippines and going to Guam. Many people have chosen VRC 50 because they have Filipino families. Several families have been created since the men came to the Philippines. So in those cases their wives will be moving for the first time."

On the naval station, Krieger said he also noticed some low morale among military personnel married to



Filipinos who will not have the option of returning for a repeat tour and establishing a local family life.

"That's a reasonable concern, but that's not a life-threatening situation either," Krieger said. "You can come back to the Philippines, you just can't have duty in the Philippines."

Activity at the naval station's marriage office has picked up considerably since the announcement of the withdrawal. According to Chief





Cryptologic Technician (Maintenance) Glenn Eman, marriage office director, the number of marriages approved has doubled since January. The office is there to ensure that proper documentation is done according to U.S. and Philippine law. About 600 marriages a year are approved between U.S. military personnel and Filipinos.

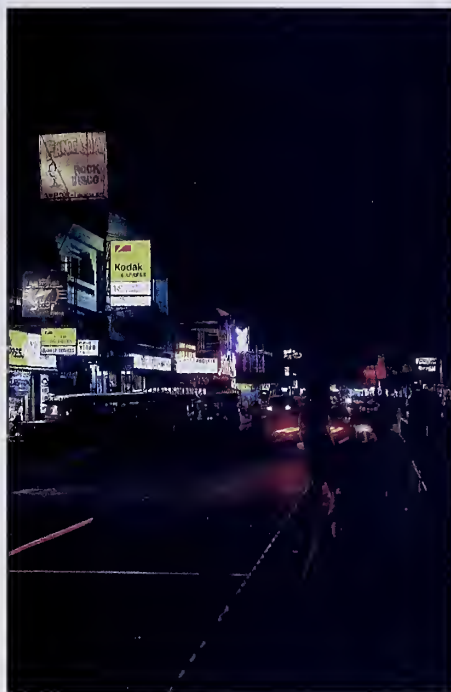
"It's getting a lot busier here," Eman said. "People have been putting off getting married, but now with the closure, they have to do it."

Also making the 1,500-mile move to Guam will be Explosive Ordnance Disposal Mobile Unit 5 and Special Warfare Unit 1. Some personnel from Subic will also be transferred to augment existing commands on Guam.

For the 300,000 local nationals living outside the naval facility in Olongapo City, the Navy has meant jobs and stability. An estimated \$300 million has been infused into the local economy each year, and more than 33,000 Filipinos are employed on the bases.

Due to the high dollar-to-peso exchange rate, U.S. sailors have enjoyed substantial value for purchases made in Olongapo over the years. As a liberty port, Subic was considered to be one of the best bargains in the Western Pacific for 7th Fleet sailors.

For many Filipino workers, the withdrawal brings to a close a legacy



of government service. Romero DeCastro, 59, has worked at SRF Subic Bay since he was 18 years old. His family had also worked at Cavite Navy Yard, 60 miles south of Subic Bay before World War II.

"My grandfather, my father, myself, my brothers and my son have all worked at SRF. So basically, the base is where we were raised," DeCastro said.

"I'm not saying that this is the end of the world. This is the beginning of the world for us," DeCastro said about the base closure. "There will be a complete change in the way we look at the future. We were looking at the future by working on base. Now we will have to stop thinking that way."

The Navy is ending its stay in the Philippines on friendly terms. There are still valid treaties between the two countries. The Philippine government is working on a plan to turn the facility into a commercial port. Leaving will bring about many decisions from both countries.

"It's a loss, but we're going to have to make up for it," Tobin said. "Already I've seen lots of creative ideas and new thinking. We are downsizing our forces, and we're

Far left: Jeepneys fill the streets in Olongapo City. Left: Outside the main gate, Magsaysay Drive is a popular stop. Below: Umbrellas help shield the intense sun.

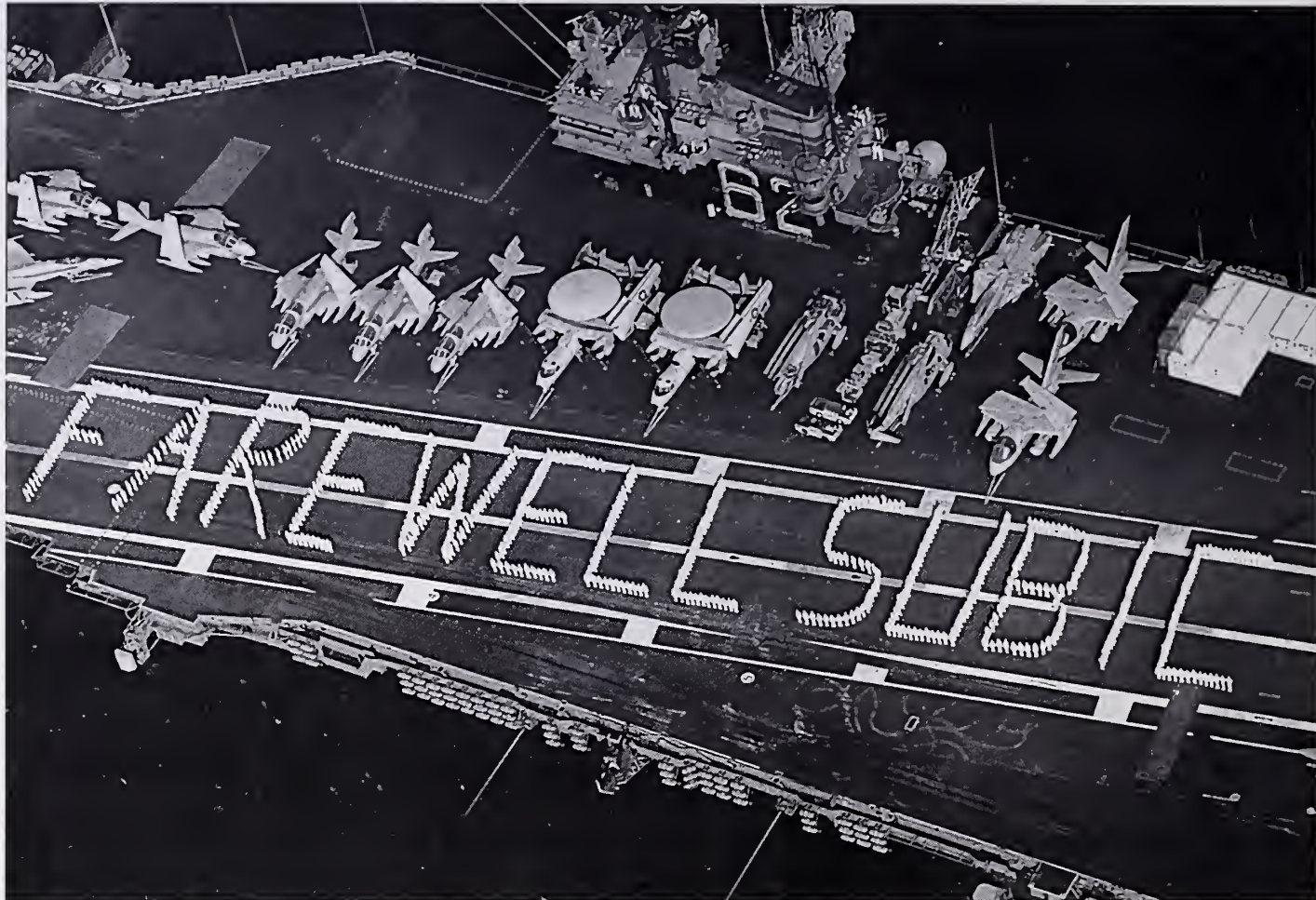
having to think smaller. In a way this will force some of those initiatives to start. It's forcing us to take a more realistic approach to what we're going to be doing in the future."

As for the possibility that U.S. ships will ever come back to Subic in the future, Mercer said the Navy will have to wait and see.

"It depends on whether there's a port here," he said. "Certainly there will always be a city here. So if there's a good secure position with good recreation, good liberty, certainly ships will come in for normal port visits like they do throughout the world." □

Dorey is a photojournalist for All Hands





A salute to Subic

Indy and her battle group bid Subic goodbye

USS *Independence* (CV 62) and her escorts, collectively Battle Group Alpha, steamed out of Naval Station Subic Bay, Republic of the Philippines, March 21, 1992, on their way to other Western Pacific and Indian Ocean ports.

The departure was nothing new for this port, which normally bustles with naval vessels of all types. Battle Group Alpha, however, was the last U.S. Navy battle group to visit Subic Bay prior to the withdrawal of U.S. forces from the Philippines by December 1992.

Along with *Independence*, Battle Group Alpha included USS *Bunker Hill* (CG 52), USS *Mobile Bay* (CG 53), USS *Fife* (DD 991) and USS *Thach* (FFG 43).

While training at sea off the Philippines, the group entered Subic Bay for ship repair, resupply and crew liberty, as well as land-based aircraft support from Naval

Air Station Cubi Point. Upon arrival, Carrier Air Wing 5 saluted air station personnel with an air power demonstration and a 25-aircraft fly-by.

Independence had multiple off-loading projects that included clothing collected in Japan from the Yokosuka Naval Base community and providing clinical care in the Olongapo area.

Indy and her battle group units also distributed food, clothing, books and Project *Handclasp* materials to worthy recipients displaced by recent natural disasters, including Mount Pinatubo victims.

As the battle group departed, sailors manned the rails in sparkling dress white uniforms to salute the residents of Olongapo City and Subic. *Independence* used more than 1,000 sailors to spell out "Farewell Subic" on her flight deck. The "era" ended sadly, but in style.

***Independence* crewmembers stand in formation on flight deck during salute to residents of Olongapo City.**

Story compiled by ComUSNavPhil Public Affairs Office.

The last recruits

Philippine citizens take oath in Subic Bay

Story and photo by PH2 Clayton Farrington

It only took about a minute, but a single oath ended a 92-year U.S. Navy program that was like no other.

LT Betty J. Winiski gave the enlistment oath March 13, 1992, to the last 29 Philippine citizens to join the Navy — the only armed service to have such a program. Each man represented 100 to 170 others who did not make it through the initial entrance exam, Armed Services Vocational Aptitude Battery test, oral interview and physical exam given during an average time span of two years.

After enlisting, the recruits breathed a heavy sigh of relief and prepared to spend a final weekend with their parents, many of whom had come hundreds of miles to see them off.

LT Winiski gives the oath of enlistment to the last 29 Philippine citizens to join the U.S. Navy. They are the last of 35,109 recruits to join since 1947.

"My son, Primo Jr., is the first in our family to join, and my wife and I will pray for his continued success," said Primo Bernado, a retired police major from the island of Cebu, 360 miles south of Subic Bay.

"This is an emotional experience, especially with the base being drawn down," said Winiski, officer-in-charge of the Class "A" Recruiting Station Subic Bay. "I see the smiles on parents' faces — knowing what their sons can do, but seeing the opportunity taken away suddenly is sad."

Philippine citizens first had the opportunity to join the U.S. armed services in 1901, when President William McKinley authorized up to 500 Filipinos a year to join the U.S. Insular Force. For 36 years, thousands of Filipinos served in the U.S. Army and Navy in World War I and World War II. The year after Philippine independence in 1946, Article 27 of the 1947 Military Bases Agree-

ment redefined Philippine enlistment into the U.S. Navy. Through Korea, Vietnam and Operation *Desert Shield/Storm*, 35,109 Filipino sailors have fought alongside their American counterparts in more than 30 different ratings. By the mid-1980s, there were more than 400 Filipino officers in the Navy.

The last recruit was Jupiter Huciel, 22, from the province of Cavite, south of Manila. If not for a selectee who did not show up for the enlistment ceremony, Huciel would have remained on standby status, missing his chance. "I guess I'm just a lucky guy," he said after nervously taking the oath.

"This is the closing of the book of history for this place," said Romeo Palmares, who has driven the recruit bus to and from the main gate since 1982. "Soon, it will be closing for all of us working here at Subic." □

Farrington was assigned to 7th Fleet Public Affairs, Subic Bay, R.P.



A fix-it society

SRF Subic Bay ends 80-year era

Story and photos by JO2 Roger Dutcher

As the last carrier battle group pulled out of the harbor, Ship Repair Facility (SRF) workers at Naval Station Subic Bay, Republic of the Philippines, shared a common sentiment — with the end of this port visit came the end of an era.

On May 1, 1992, less than two months after USS *Independence's* (CV 62) battle group concluded its last port call to the Philippines, SRF workers started leaving their offices for the last time. By the end of May, SRF's first reduction-in-force cut the

work force by one-third. As equipment was packed out and the work force was reduced, employees reflected on the shipyard whose capabilities, they feel, may never be matched.

"We could literally do everything here," said SRF Commanding Officer CAPT John Hamilton. "We serviced every type of ship in the U.S. inventory, from World War II vintage tankers to *Aegis* cruisers.

"When we needed something, we didn't buy it — we made it. Stateside yards don't need to do that, nor could they afford to do it. We had every trade skill from blacksmith to patternmaker."

At the height of its operations, SRF consisted of U.S. military, U.S. civilians and Philippine nationals, with the Filipinos making up 98 percent of the crew.

Most Filipino workers underwent a four-year apprentice program, with a syllabus of reading, writing, arithmetic, trade theory and on-the-job training.

"We had an incredible blend of two cultures in our work force," Hamilton said. "Filipino society is not a 'throw-away' society, it's a 'fix-it' society. Americans bring the training, the latest technology and tremendous resources. When you meld these two together you get an incredibly capable work force."

Rubin Vasquez cuts a steel sheet at SRF Subic Bay. On Oct. 1, SRF closes down after 80 years of operation.

The proficiency of SRF was not always obvious to the outsider, according to Electronics Technician 1st Class Tom Middleton of SRF's combat systems division.

"When I came here on ships, I didn't get a chance to appreciate what SRF was capable of doing," he said. "Now, I know that this place is capable of nothing short of building a ship.

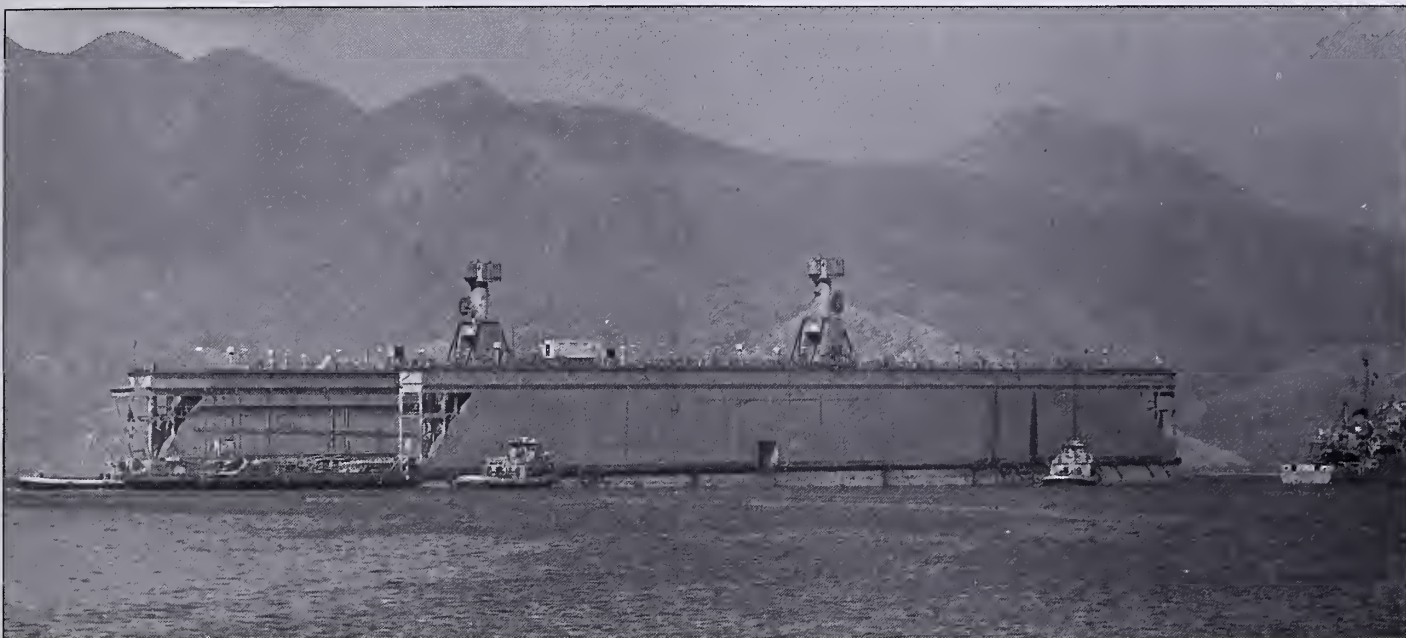
"I've had the chance to get to know the crews on some of the smaller ships that pulled into port. I made sure they knew what went on here. I made sure they left here knowing this is one of the best shipyards in the world," Middleton said.

Devotion to duty took on a new meaning, Hamilton explained, when nature took its course on the northern Philippine island of Luzon.

"The thing that made me feel best about being commanding officer was the dedication the work force showed after [Mount Pinatubo] leveled this place," Hamilton said. "We woke up the morning of June 16, [1991] and buildings were collapsed. Ships were in port, and the machinery being repaired was covered with volcanic ash. The place was just a mess.

"I know that the majority of the work force came to work that day — many of them had to walk 10 miles through volcanic ash. I know their homes were also decimated and they had personal problems. Yet they





came to work, and everyone started shoveling ash."

Now, SRF's mission has changed from fixing ships to closing shops.

"It's a shame that after so many years it's going away," said LT Maria Oppici, SRF assistant repair superintendent. "This facility has benefited both the U.S. Navy ... and the Filipinos who work here."

Leo Herrera, a civilian ship superintendent who has worked at SRF for 22 years, explained how he will miss the place that has helped put his children through school.

"I'll miss everything here," Herrera said. "My tears fell when the first dry dock was moved out. . . . I'll miss the people. The employees here are very disciplined people."

Herrera is one employee who did not want to concern himself with the future until the job at hand was completed.

"Right now I don't have any intentions for what I'll do next," Herrera said. "I don't want to divide my attention from these projects. If I do that, I can't concentrate, and I can't make things happen on schedule."

Along with clearing out buildings and turning over keys, SRF's mission

is now focused on relocating Filipino workers. According to Hamilton, SRF has made contact with companies all over the world and has helped get jobs for many of its employees.

In 1901, the U.S. Navy selected Subic Bay as the site for a repair and supply base. The site was destroyed during World War II, but re-established in 1944 with 24 officers, 443 enlisted personnel and 2,000 Filipinos. In that year, the first of SRF's

USS Brunswick (ATS 3) tows one of three dry docks transferred from SRF Subic Bay as part of the withdrawal from the Philippines.

three dry docks was towed to Subic Bay.

After providing 80 years of ship repair services, SRF Subic Bay will be disestablished Oct. 1, 1992. □

Dutcher is assigned to 7th Fleet Public Affairs, Subic Bay, R.P.



Tess Guiang sews fabric in the canvas shop at SRF Subic Bay.



Duty in Guam

A little bit of America in the South Pacific

Story and photos by PH1(AW) Joseph Dorey

As the Navy begins its withdrawal from U.S. Naval Facility Subic Bay, Republic of the Philippines, the island of Guam prepares for yet another invasion. The island's defenses will not be tested however. These "invaders" are 1,200 sailors and their family members transferring under friendly terms as a direct result of the closing of Subic Bay.

The majority of these *haoles* (non-islanders) are moving in from Fleet Logistic Support Squadron (VRC) 50, out of Cubi Point Naval Air Station at Subic Bay. Explosive Ordnance Disposal Mobile Unit 5 and Special Warfare Unit 1 are also making the 1,500-mile transfer from the Philippines, and some existing commands on Guam will be augmented by other Subic personnel.

Guam is presently home to about 6,700 active-duty Navy and Marine Corps personnel, so the additional 1,200 is significant. The U.S. military spends around \$600 million annually in Guam. The buildup should increase that figure by 10 percent. The island hosts a naval station, naval air station and Andersen Air Force Base (AFB). Can the existing facilities on Guam handle the increase of personnel and family members?

Above: This shallow reef at Gab Gab Beach on Naval Station Guam is a popular place for snorkeling.

"We're going to have enough doctors, dentists and personnelmen [to handle the buildup]," said RADM Edward K. Kristensen, commander, U.S. Naval Forces Marianas. "What we can't do in a big hurry is jump start the housing or child care increases. So some of our quality-of-life items are going to degrade somewhat over the next two to three years while we build additional facilities here to handle them."

Consequently, waiting times for housing, which normally run from two to three months, will increase. Kristensen added that Guam's military community realizes there will be some inconveniences and accepts that fact. "[The community] knows what the people in the Philippines have been through. We're doing our best to accommodate them and to welcome them with open arms."

VRC 50 is bedding down at Andersen AFB, so some of the impact is absorbed by the Air Force as well.

Besides some housing and child care delays, what can new arrivals from the Philippines, or anywhere else, expect when they get orders to Guam?

Because the U.S. territory's time zone is 15 hours ahead of Eastern Standard Time, Guam is known as "the place where America's day begins," (although some Air



Left: The village of Umatac sits nestled among the hills on the western shore of the island. Ferdinand Magellan first landed on Guam near here in 1521. Below: Looking across Agana Bay is "Hotel Row." Many Las Vegas-style shows are performed there nightly.

Force personnel stationed on Wake Island would probably argue that). Guam is part of the Mariana Islands, approximately 30 miles long and ranges in width from four to 12 miles. There are about 135,000 residents on the island including U.S. military personnel.

The earliest known inhabitants of Guam were the Chamorros, who were of Mayo-Polynesian descent. They are thought to have lived among the Mariana Islands as early as 2000 B.C. Portuguese explorer Ferdinand Magellan landed on Guam in 1521. Spain later claimed the island in 1561.

Like the Philippines, Spain ceded Guam to the United States after the Spanish-American War in 1898. The following year, U.S. Naval Station Guam was established. During World War II, as in the Philippines, Guam was attacked and captured by the Japanese before finally being liberated in 1944.

The United States declared Guam a territory in 1950. Guamanians are U.S. citizens who speak English and Chamorro, and they still maintain many of their Spanish and Asian traditions.

Typical Guamanian food includes oriental chow mein, Polynesian style pig roast and Spanish red rice. But a little bit of America can be found in fast food restaurants such as Wendy's and Pizza Hut, Safeway





supermarkets and Exxon gas stations. There are even "major-league" baseball games between locally sponsored teams.

Life in Guam is considered to be somewhat relaxed, a slower pace than what most Americans are used to. Fiestas are common and held on such occasions as the birth or baptism of a child, a wedding anniversary or the celebration of a village's patron saint. Being friendly seems to be another tradition.

"The people of Guam are fantastic. They will bend over backwards to do anything for you," said LT Dwight Ferguson of Naval Supply Depot, Guam. "If you go up to them and ask about some of the history of an area, they'll talk to you for an hour and a half."

"The Guamanians are really good people," added Chief Hull Maintenance Technician (SW) Donald Her-ring of USS *Proteus* (AS 19). "Every weekend there's a fiesta in one of the villages, and when they have a fiesta, everybody's invited. You don't need a personal invite — just show up."

An annual average temperature of 82 degrees helps make Guam a picture-book tropical paradise. The annual rainfall ranges between 85 and 90 inches, with a rainy season that runs from July to December.

Although tropical rain showers are customary, they usually won't stop islanders from going about their daily routine.



Top: Naval Station Guam is homeport to five U.S. ships including the submarine tender USS *Proteus* (AS 19). Above: NMCB Det. 1 is busy constructing a new building near the marina for EOD Mobile Unit 5's move from the Philippines.

"You can go to the beach everyday here. It may rain, but five minutes later you won't even know it," said HTC(SW) Alan Audiano, a ship superintendent on *Proteus*. "It can be sunny out and it will still rain. Then you'll dry off immediately after it gets done raining, and you're still out at the beach."

Sometimes the rain will curtail activities — if it's combined with strong winds. During the last 25 years eight typhoons have passed within 30 miles of the island. The most recent, Typhoon Russ, struck Guam in 1990 with 125-knot winds.

The island's military housing may not be the most aesthetic, but the units are built to withstand a storm. "I'm really pleased with housing here," said Storekeeper 1st Class Bob Anderson at Guam's Naval Supply Depot. "They're not real pretty to look at, but they're comfortable and they're typhoon-proof — if a typhoon blows through here, it won't tear your house down."

Anderson and his family have firsthand experience. "There was a typhoon right before Christmas in 1990," he said. "It didn't quite come through Guam, but it got up to more than 100 mph winds. It was pretty interesting. You definitely had to stay inside."



Left: Children play in the Naval Hospital Child Development Center. Child care facilities are expected to increase as more families transfer to Guam.



Above: This housing unit on the naval station is typical of Guam's on-base housing — comfortable and typhoon-proof. **Below:** The remains of a Spanish fort overlook the Philippine Sea as the sun sets.

While inside, cable television is available to keep in touch with what's going on back home. But to really enjoy Guam, the outdoors offer a variety of recreational opportunities expected of a tropical island.

Guam is especially appealing to water-sports enthusiasts, with miles of shallow coral reef formations hosting a variety of fish and sunken ships. Snorkeling and scuba diving offers a window to these underwater treasures.

On the surface, steady trade winds enhance sailing excursions whether you're yachting or windsurfing. A variety of boats are available for rent at the Sumay Cove Marina on the naval station. Boats offering deep-sea sport fishing for Pacific blue marlin can also be chartered in town.

To appreciate the inner island, you can go "boonie stomping" along Guam's many beautiful hiking trails. One popular destination through the jungle is Yokoi's Cave — named for a Japanese soldier who hid for 28 years after World War II rather than surrender and face dishonor.

There are also several off-duty opportunities to advance your education on Guam at the University of Maryland and University of Oklahoma extension centers, as well as the local University of Guam and Guam Community College.

The cost of living on Guam is comparable to Hawaii. Due to the high cost of transportation of goods to the island and an influx of Japanese tourists, goods bought out in town can be expensive.

"Hotel Row" along Tumon Bay is a scaled-down version of Hawaii's Waikiki Beach and offers Las Vegas-style shows nightly. Japanese tourists, mostly honeymooners, keep the more than 4,000 hotel rooms filled year round.

For personnel transferring to Guam from the Philippines, the inflation is most noticeable. LTJG George

Jatib, material control officer for VRC 50, came to Guam to lay the groundwork for his squadron's move to Andersen. The price difference was one of the first things he noticed.

"The ability to save money was a big issue in the Philippines," Jatib said. "Over there everything's cheap — the labor was cheap. For every dollar you spent in the Philippines, it was like spending 50 cents. But every dollar you spend in Guam, it's like spending \$2."

Even the celebrated extra pizza at Pizza Hut, which normally costs "four bucks, four bucks, four bucks," in CONUS, runs "five bucks, five bucks, five bucks," in Guam.

There are of course military exchanges and commissaries to offer service members and their families the staples of everyday life, and some bargains are available, especially at local flea markets. "If you shop around, you can find good buys, especially on the things coming from the Orient," Ferguson said.

Off-base housing can induce some creative financing among military members. Private housing rentals range from \$650 to \$1,100 for one to three bedrooms, and utilities range between \$150 to \$350 per month. However, a substantial portion of these costs are offset by the Overseas Housing Allowance. For example, an E-6 with dependents is entitled to \$852, in addition to Basic Allowance for Quarters.

Employment for family members should not be a problem on Guam. The island has virtually no unem-



ployment. "For family members, jobs are readily available," said Ferguson, whose wife has two jobs. "If you can't find a job on Guam, there's something wrong. Either you're not looking, or your standards are too high."

A concern for many families transferring overseas is pet quarantine. Guam is rabies-free, and dogs and cats must be quarantined upon arrival for 120 days. Space is limited and can be expensive.

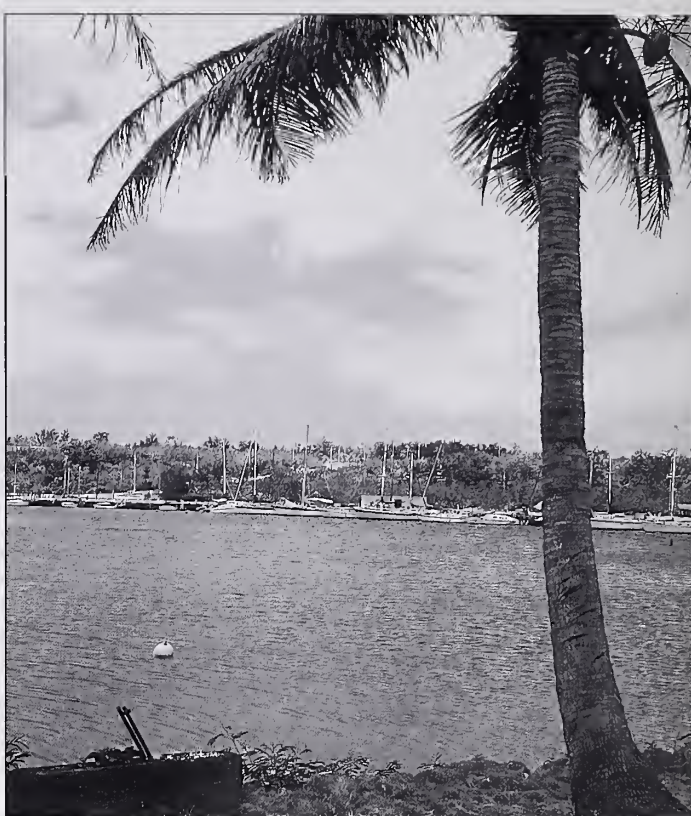
Service members are authorized to ship one automobile to Guam at government expense. The humid climate tends to rust cars rapidly, so rust proofing is recommended before shipping. There are also several new and used car dealers on the island should you decide to keep "ole Betsy" at home.

So is Guam a good duty station or a bad duty station? Like most places, it depends on who you ask. As the Director of the Navy Family Services Center, LCDR Dave Metzger hears the pros and cons of Guam everyday. He believes that Guam can be a good duty station with the right frame of mind.

"Guam is extremely unique. It's kind of a mix between Western, American and Asian cultures," Metzger said. "It doesn't have the massive shopping centers and things that a lot of us are used to in the states. But by the same token, there are many things out here — the outdoors, the weather, great recreation — that just aren't available in the states."

Metzger conceded that the isolation of Guam and its relatively small size can bother people sometimes. Anderson, who has been on Guam for almost four years agreed, adding, "I'm ready to get back to the states where I can get on a freeway and drive 1,000 miles in one direction."

Of course, for those times when the island does seem to be getting smaller, there is Environmental and Morale Leave (EML). Active-duty military and their family



Above: The naval station's Sumay Cove Marina offers a variety of boats for rent. Below: The Plaza De Espana, built in the 17th century, stands in contrast to the modern buildings of Agana, Guam's capital city.

members are authorized two EML trips off Guam per year.

EML travelers have priority over regular space-available passengers on Military Airlift Command (MAC) aircraft. Some destination sites include: Japan, Korea, the Philippines, Hawaii and CONUS.

For Herring and his family, using MAC is another opportunity for making a tour on Guam rewarding.

"My daughter's in the 5th-grade and her class trip at the end of the year is going to Hong Kong," Herring said. "Where else in the world can you do that?" □

Dorey is a photojournalist for All Hands.



Joint services live the ocean adventure

Interoperability is key in major exercise

Story and photos by PH1 Jim Wiltraut and JO2 William G. Davis III

The biggest thing that led to this joint concept was the lessons learned from the Gulf War. The Navy has recognized that the wave of the future is 'jointness' which means each service has a unique capability, and when combined, we can clearly be winners every time."

Comments by RADM James A. Lair, commander Carrier Group 2, reflect the need for combined service operations. "We can never go it alone, because as we draw down in forces, we must utilize the unique capabilities of the other services."

To test those capabilities, *Ocean Venture '92* brought together more than 30,000 personnel from the

Navy, Marine Corps, Air Force, Army and Coast Guard. The exercise was designed to demonstrate the joint force capability of the U.S. Atlantic Command to protect our national interests. It was also designed to test procedures and techniques based on lessons learned from Operation *Desert Storm*.

Ocean Venture, which took place in North Carolina in May, provided a realistic multi-threat exercise scenario, emphasizing challenges anticipated by a joint force in a real-world situation.

In the scenario, Camp LeJeune Marine Corps Base became a fictitious small island nation called "Vaiarta." The island had no armed

forces and requested U.S. assistance after being overrun by "Jaguar" forces, a powerful nation representing the enemy.

Vaiarta has a significant number of U.S. citizens who are tourists and residents. The United States responds to Vaiarta's plea for assistance by sending in a force to rescue Americans using non-combatant evacuation operations (NEO) while executing a joint military force campaign to drive out Jaguar forces.

With the scenario in hand, the joint force commanders tailor a response that uses the real-life assets of all the players. Land, sea and air assets become one.

"We're not in a liaison role here, we're part of the entire operation from the headquarters level, all the way down to the front line units," said RADM Fred Lewis, speaking of the Navy's involvement in *Ocean Venture*. Lewis, commander Carrier Group 4, became deputy commander of the Joint Task Force (JTF) for the exercise.

Joint forces air power came together under the direction of Joint Forces Air Component Commander (JFACC) allowing the Navy to make a full contribution to the air campaign. Each service's component commander brought real-world combat-tested air assets to the table.

Marines take up defensive positions in the fictitious nation of Vaiarta while driving out "enemy forces."



Right: Riverine operations on the inter-coastal waterways meant SEAL teams were busy providing security against "enemy" vessels so landing craft utility 1660 could deliver men and equipment. Below: Navy Beachmasters controlled the traffic flow as the liberating forces assaulted "Vaiarta."

"What's different here at *Ocean Venture '92* is the Navy's integration as full members and not just liaison officers," said Lewis. "That's very important for air power utilization and how we resource that air power against targets nominated by the air component commander."

According to Air Force Maj. Gen. Walter Worthington, acting as JFACC, "With the JFACC concept, we have immediate access to a broader range of capabilities for planning and execution. We can put the best weapon available against a particular target."

Worthington also said the exercise provided valuable experience in joint air operations, especially since Air Force, Navy and Marine Corps assets were combined.

It's that way of thinking that allowed RADM Robert Spane, the Navy component commander for *Ocean Venture*, to use naval air assets effectively. Spane noted the need to place component commanders in good coordination and collocation with each other from the various services.

In keeping with this theme the Navy called in assets from Carrier Air Wing 8 from NAS Oceana, Va., and Carrier Air Wing 3 from NAS Cecil Field, Fla., for naval air strike capabilities during the exercise.

Spane would normally "call the shots" from sea, but with a need for more timely communication, the Fleet Mobile Operations Command Center (FMOCC) was created. Tested for the first time in *Ocean Venture*, FMOCC enabled Spane to be co-located with the JTF on land.

Minesweeping operations were conducted with the use of self-pro-

pelled acoustic/magnetic (SAM) platforms. While two Charleston-based minesweepers "cleared" the harbor of acoustic and magnetic mines, Helicopter Mine Countermeasures Squadron 14, of Norfolk, assisted in clearing the waterways of any possible mine threats.

Mobile Inshore Undersea Warfare Unit (MIUWU) 210, Navy reservists from Baltimore, provided surveillance of vital inshore waterways to report all threats by enemy submarines, ships, boats and personnel.

Once the waterways were safe, joint forces were able to secure the beaches of Vaiarta by way of an amphibious assault. USS *Boulder* (LST 1190) launched 19 amphibious assault vehicles (AAV), carrying 180 Marines.

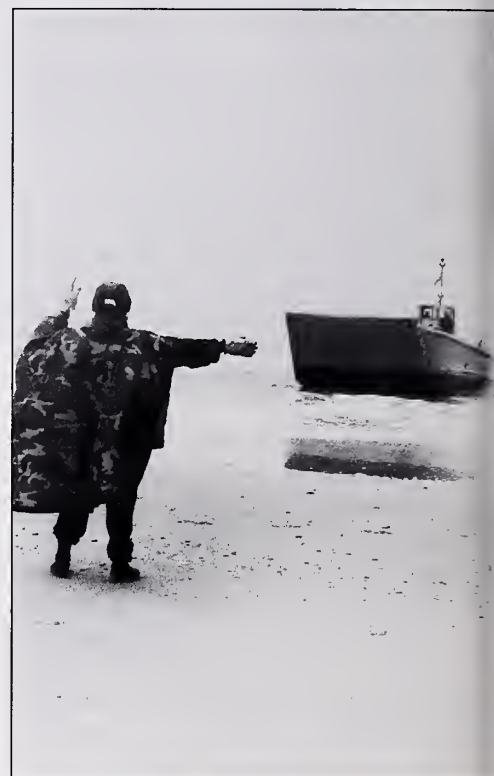
"It feels like you're in mid-air for a few seconds, and then it's like you're slammed to the ground," said Marine Lance Cpl. Marcus Taylor, describing the experience of hitting the water while disembarking the ship in an AAV.

Meanwhile, a series of NEOs took place that closely resembled evacuation operations by U.S. forces in Grenada, Liberia and Somalia.

"The world is increasing in instability," said ADM Leon Edney, Commander U.S. Atlantic Command, "There are 35 open conflicts around the world, and when conflicts happen, we have a responsibility to protect our people."

Among America's responsibilities abroad, Edney said, are the American citizens living abroad.

The 101st Airborne Division (Air Assault) from Fort Campbell, Ky.,



used *Blackhawk* helicopters to extract non-combatants from the military operation in urban terrain (MOUT) facility. The 101st also conducted an air assault operation to establish a forward operating base in "enemy territory."

One of the 101st soldiers, Staff Sgt. Anthony Lewis of Alpha Company, 3rd Battalion, 502nd Infantry said they encountered light enemy resistance from the opposing forces. An operating area was established in about two hours. Army Capt. Rick Gibbs, of headquarters Company, 3rd Battalion, acted as an "observer-controller," evaluating the troops. "The 101st is getting some good training, but important, too, is the



Above: The Army's mini-MASH concept was put to the test during the multi-service exercise. **Right:** Helicopters shuttled between inland forces and ships at sea during the invasion scenario.

teamwork used with other military branches," he said.

In a second NEO, Air Force C-130s dropped in paratroopers from the 82nd Airborne Parachute Assault, Fort Bragg, N.C., to seize an airfield at Cherry Point, N.C. They then proceeded by UH-60 *Blackhawk* helicopters to the MOUT site to conduct an evacuation.

"The 82nd would be the unit probably called on to seize an airfield," said Army Col. Robert R. Harper, 1st Brigade commander. "About 50 percent of the troopers are *Desert Storm* veterans and 50 percent are new. This exercise gives the soldiers training in the actual things they'd do if we go to war."

A third evacuation took place at Camp Lejeune's MOUT facility involving Marines of India Company, 3rd Battalion, 2nd Marines of Camp Lejeune. The Marines evacuated an American "ambassador," U.S. civilians and friendly citizens of the fictional nation of Vaiarta.

Using CH-46 *Sea Knight* and CH-53D helicopters, the rescuers of "I" company faced off against Marines

of the 8th Regiment, — "the enemy forces."

In keeping with the realism of the exercise, Army medical personnel from Task Force 5 conducted casualty exercises to test the response time for retrieval and treatment of field injuries.

"Time and distance are our greatest challenges," said Army Lt. Col. Henry A. Sebastian, head of Task Force 5, "the sooner we treat the patient, the better the chance for recovery."

Tested for the first time was the Army's new "mini-MASH" (Mobile Army Surgical Hospital), which can be set up and functional in less than six hours. With the new mini-MASH concept, a forward section of the hospital can be deployed to the front lines for what Sebastian calls "bare bones surgery." The patients can then be transported to the main section of the hospital when their condition has stabilized.

Anchored off Onslow Beach, the PFC *Eugene A. Obregon*, an MPF ship, conducted an offload of equipment and supplies. Navy cargo handling force (NavCHaPGru), of Williamsburg, Va., and Marines of 2nd Fleet Service Support Group, Camp Lejeune, directed the off-load.

Once ashore, Beachmaster Unit 2, of Little Creek acted as traffic con-



trollers, making sure the equipment got to the right place on time.

Amphibious Construction Battalion (ACB) 2, of Little Creek, also provided services for the off-load. With a crew of reservists and active-duty personnel, ACB 2 provided support functions, including pier insertion, salvage operations and barge ferry coxswains.

Securing the intercoastal waterways was an important evolution in the overall scenario of *Ocean Venture*. The exercise involved the use of the new Riverine Assault Craft (RAC) during raids on shore points along the New River.

Currently in the prototype stage, the heavily armored RACs can reach a top speed of 40 knots and are capable of carrying 10 fully-equipped combat troops.

The scenario for *Ocean Venture* '92 was based on lessons learned in the real life conflict of Operation *Desert Storm*. It presented new challenges while reaffirming the need for joint force cooperations as demonstrated last year in Kuwait. □

Wiltraut and Davis are assigned to Fleet Imaging Command Atlantic, Norfolk.

Golden years

AFRTS marks 50 years of bringing home a little closer

Story by JO2 Jonathan Annis

When the United States was launched into World War II, Army units braced to defend remote outposts on the Alaskan frontier. Far north of most of the action and home, their morale began to dip like the mercury in their thermometers.

It's said that necessity is the mother of invention, and at isolated Fort Greeley on Kodiak Island, Alaska, Army Capt. Daniel M. House and a group of off-duty Signal Corpsmen erected a homemade radio station with a transmitter made of bailing wire. The station was dubbed "KODK," and went on the air.

Broadcasting wasn't completely new to the military. As early as 1919 LT Walter Lemmon broadcast to American troops in France, borrowing a "radio apparatus" brought over by President Woodrow Wilson for the Paris Peace Conference. In the late 1930s, the Army experimented with distributing records and players, called "buddy kits," to troops in the field.

But when War Department officials discovered KODK was asking for records directly from Hollywood entertainers, it all came together. Need begat mission, and a command was born. On May 26, 1992, the Armed Forces Radio and Television Service (AFRTS) commemorated 50 years of service.

Today, AFRTS is the world's largest broadcast enterprise. Admini-

stered by DoD and operationally controlled through service departments, the joint command has more than 800 outlets in more than 130 countries and aboard ships.

Together those outlets reach an audience of 1.3 million soldiers, sailors, airmen, Marines, other DoD personnel and their families.

AFRTS provides this vast audience with news and entertainment programming much the same as that heard and viewed in the United States, less commercial advertising. Instead, AFRTS "pays for itself" by providing access for the chain-of-command to conduct internal information and training programs.

The spirit of this two-part mission has changed little since former advertising executive Thomas H.A. Lewis summed it up simply as "morale." AFRTS, then known as the Armed Forces Radio Service (AFRS), was formed the day Lewis accepted a commission as an Army major to become its first director.

Lewis shaped the future of AFRS by tapping into a patriotic fervor that existed during the war. He located his studios in Hollywood, Calif., to be near local talent and production facilities, and recruited a large, talented civilian and military staff. The guest list began to read like a Hollywood "who's who."

Appearing on a weekly "Command Performance" show were such luminaries as Bing Crosby, Frank Sinatra, Bob Hope, Judy Garland,



Above: AFRS' weekly program "Command Performance" included notable personalities such as Bob Hope, Judy Garland and Frank Sinatra. Right: Army Spec. Dave Shearer broadcasts live from the AFRS studio in Seoul, Korea, during the 1950s. Far right: Before AFRS, the Army sent phonographs and records into the field as an experiment in the late 1930s.

Dinah Shore, Frank Morgan, Jimmy Durante, the Andrews Sisters and more. AFRS claimed many other productions, notably "Mail Call," "Jubilee" and "GI Journal."

Toward the end of the war the operation was in full swing, recording 1,185 hours of programming a



week. Unslanted news and home-grown entertainment from "GI Jill's Jukebox" all but silenced the propaganda of "Tokyo Rose" and "Axis Sally."

In three years, the AFRS "touch of home" was being transmitted on several of its own shortwave frequencies, the millionth transcript had been pressed, and 300 dedicated stations were begging for more.

Caught between the demands of 12 million GI's and supply from a Hollywood ready to oblige, "AFRS had to happen," said Vincent J. Harris, industry liaison at the AFRTS Broadcast Center in Los Angeles.

Harris joined AFRS in 1948 as a writer and producer for the last of the big post-war radio productions, broadcast from a "lean-to" on the Hollywood Cemetery grounds.

"The great American serviceman knew how to put a radio together with whatever he had. If they wanted to put it into being, they'd just do it," Harris said. "A lot of people back in the states were willing to send things to them too. All the 'biggies' were doing AFRS."

Things had already begun to take their present shape when Harris

arrived. Many shows were produced away from AFRS studios, and one of the biggest jobs was "decommercializing" them — a tricky process of removing product endorsements which were often tightly woven into the program. Editing was done manually by lifting a phonograph needle and putting it back down, recording 15 minutes of clean programing on each side of a new 16-inch transcript. "Fortunately the technology has gotten better," Harris said.

Television came into the picture in 1954 and went from sometimes jerky black-and-white kinescope images to color film. The cumbersome 16-inch records evolved to 12-inch long-play records, audiotape went from magnetic metal wire, which was difficult to splice, to plasticized ribbon or mylar. When videotape became widespread in the 1970s, it accelerated a transition in AFRTS structure, according to Broadcast Center Director of Programming Gerald M. Fry.

Fry said that previous large, delicate reels of 16mm color film for television had been difficult to ship, use and store, particularly aboard Navy ships where they could become a safety hazard.

The possibilities of videotape playback systems, at least in part, allowed service departments like the Navy an opportunity to strike out on their own. The Navy Broadcasting Service (NBS) was formed out of AFRTS in 1976 along with similar commands serving the Air Force and the Army.

Sixteen years later, NBS is probably best known as the source of "Navy News This Week," but perhaps even more significant is its installation and support of Shipboard Information, Training and Entertainment (SITE) systems.

One of five graduated levels of these compact, closed-circuit radio and television stations is aboard virtually every deployable ship in the fleet, as well as some Coast Guard and Military Sealift Command ships. NBS also has jurisdic-

Below left: Moments after the first launch of F-16C *Fighting Falcons* from the 401st Tactical Fighter Wing, airmen gathered around the radio during *Desert Storm* to listen to Armed Forces Radio while standing outside the base communications center. Below right: AFRTS outlets worldwide use state-of-the-art equipment for local productions in an effort to bring quality news and information to their audience.



tion over 13 stations at Navy shore commands overseas.

AFRTS shortwave ended for good in 1988 when the Navy began mounting satellite dishes on ships. Using International Maritime Satellites originally placed for two-way voice communication in oceans around the globe, NBS first transmitted nearly-live radio.

Through testing, like broadcasting this year's Super Bowl live to ships in the Mediterranean, it's been discovered that the system might be capable of transmitting "compressed" video images. If found feasible and cost effective, ships could soon be regularly receiving sports programs and newscasts with only a few seconds delay.

Satellites have taken the most timely AFRTS programs to their overseas stations since 1982. Five monster dishes occupy one side of the new broadcast center, which moved from Hollywood to Sun Valley, Calif., in 1986. A computerized system plugs command information spots into the time-slots of scheduled commercials. A six-second delay allows for manual intervention to ensure there are no surprises.

Having prime-time programs simultaneously fed in from all the competing networks is "the best of all worlds," Fry said. "We're able to play about 90 percent of popular programming, almost free, with no re-runs."

As an example, Fry cites "The Cosby Show," which sold for one of the highest syndication rates in history — \$350,000 per episode — to one independent station in New York. AFRTS paid \$800, which covers mostly administrative costs.

Fry said it's AFRTS people like Harris, who maintains agreements with key unions, federations, guilds and sports organizations dating back to World War II, that have allowed a tradition of only the best programming to continue.



To ensure the trust of the news, information and entertainment industries, AFRTS and its outlets must observe strict copyright laws and restrictions on viewer access, not to mention host country sensitivities.

With all the regulation, "the industry came out like gang busters during the Persian Gulf War," Harris said. "We were swamped with offers and tapes.

"Something should be said for the generosity of the industry," Harris continued. "Without it, we couldn't afford to show what we do."

AFRTS has changed a great deal during Harris' tenure, basically becoming a collection and distribution point for broadcast programming.

Today the AFRTS Broadcast Center provides 24 hours of radio and television news, sports and time sensitive programs live via satellite and two full-time satellite-delivered radio entertainment channels.

Less time-sensitive TV programming is distributed by mail in video tape packages, and more than 80 hours of radio entertainment programs are sent to AFRTS stations weekly on vinyl disc, compact disc

Members of AFRTS' Pentagon reporting staff, Armed Forces Digest, make final edits on news reports for broadcast to AFRTS field units via satellite. Armed Forces Digest provides the latest in military news from the Department of Defense.

and audio tape. Except for a handful of radio personalities, all production takes place elsewhere.

Whereas uniformed staff once numbered in the hundreds, the Navy element now consists of a dozen people. They make recommendations on programs and policies, track and account for programming distribution, transmit news copy from the wire services in message form and maintain mobile broadcasting stations (the ones used in the Persian Gulf).

In a way, Harris said, things have quieted down. In another way they're much the same as they ever were.

On its golden anniversary, the mission and adventurous spirit of AFRTS remains much the same as it was in the golden days of radio. ■

Annis is assigned to NIRA Det. 5, San Diego. Photos courtesy of the American Forces Information Service.

Oh, Mexico

During USS Wichita (AOR 1) and USS Jouett's (CG 29) recent port visits to Mexico, PHC Chet King and PH1 Rich Oriez captured the color, beauty and spectacle that grace our neighbor to the south.

Right: The bullfights in Mazatlan draw out the curiosity of all who visit the resort city. *Wichita* and *Jouett* crewmen were among 3,000 fans who enjoyed a day at the bullfights. Below center: Mexican handicrafts, such as pottery, can be found in numerous shops in any one of the "Mexican Riviera" cities. Mazatlan, Puerto Vallarta and Acapulco make up the three-city vacationers' paradise. Below: The ever-present tropical climate makes Puerto Vallarta a mecca for tourists to swim or stroll.





Below: A sailboat slips past *Jouett* while at anchor in Banderas Bay off Puerto Vallarta. Bottom: The church in the Mexican colonial town of Concord was built in 1787 and still draws tourists today.



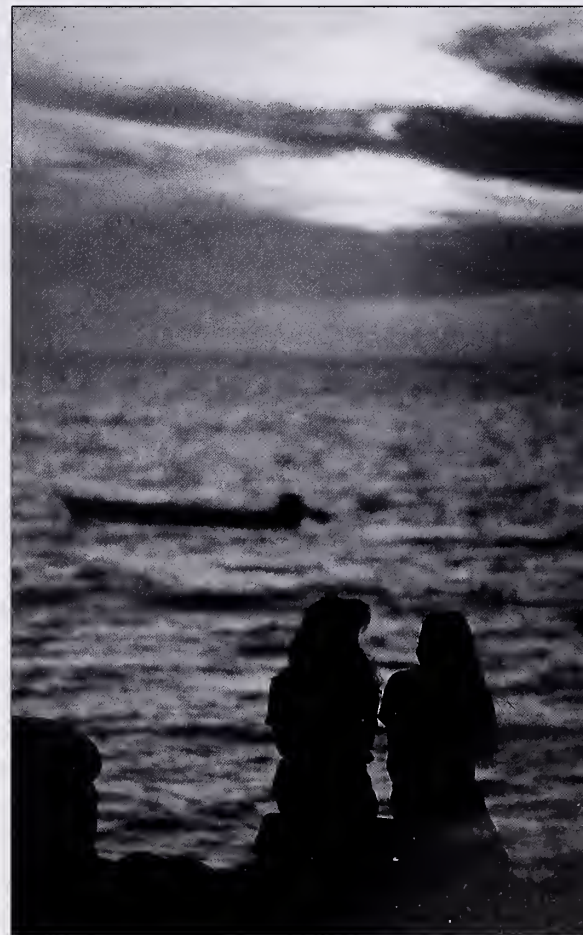


Top: Wichita crewmen SHSN Travis Lorrimer (left) and SH3 Louis Gross take a horseback tour of the city and surrounding hillsides of Puerto Vallarta. Above: The Mexican Riviera attracts swimmers and sun worshipers from across North America. Right: The beauty of the resort city of Puerto Vallarta is shown off under sunny skies.





Left: Mexican cuisine is a source of enormous pride among the thousands of restaurants in the three tourist cities. Below: A stroll through the town plaza offers exotic sights such as hundreds of small shops. Bottom: Sunsets are beautiful the world over, but Mexican sunsets are said to have a special enchantment, leaving the viewer hungry to see one more.



Spotlight on Excellence

CWO rescues woman from an icy death

Story and photo by CTR1(SS) James D. Murphy

There wasn't time to think, only to act." That statement summarized the heroic efforts of CWO2 Charles Foote, the assistant officer-in-charge of Naval Technical Training Center Detachment (NTTCD), Fort Devens, Mass., an Army post approximately 35 miles west of Boston. Foote has been credited with saving the life of an elderly, partially paralyzed woman whose car plunged down a 30-foot embankment and had begun to slowly sink into the Squannacook River near Fort Devens.

On the afternoon of April 5, Foote and his family were driving on a road along the river near the towns of Shirley and Groton, Mass., about five miles west of Fort Devens, when they noticed a partially submerged car. As they drove past the car, they realized that someone was still in it. Foote parked his van near the site and told his wife to find the nearest phone and call 911. He then hurried down the embankment to the slowly sinking car.

"I wasn't scared — I just wanted to get the woman out. The vehicle was sinking, and I didn't know how deep the river was," Foote said. "I was concerned about injuries from the crash but more concerned about her drowning."

Totally paralyzed from the neck down on her right side and partially paralyzed from the neck down on her left side since 1947, the driver was found by Foote to be conscious but unable to move. The water level inside the car had already reached the woman's waist and was rising at a slow but steady pace.

Standing waist-deep in icy water, Foote tried unsuccessfully to open the driver's door. He noticed a shattered rear passenger window,



CWO2 Charles Foote stands near the site where he rescued a driver whose car went out of control, knocking down trees as it plunged down a 30-foot embankment into the water.

reached his right arm through it and grabbed the woman's coat collar to keep her head above water.

"I was worried about climbing into the car because I thought my weight might make it sink deeper into the water, so I just held onto her through the window," Foote said.

While he waited for help to arrive, Foote managed to keep the woman calm even as the water level inside the car continued to rise.

Minutes later, his wife returned with a nearby resident. The two men discovered that the car was sitting on top of a submerged tree with one of the larger branches wedged against the driver's door. They also noticed that the tree was supporting the weight of the car, preventing it from sinking faster.

"When we were trying to move the tree out of the way, I was worried

that the car would go under since the tree seemed to be holding it in place," Foote said. The men were able to move the tree enough to get the driver's door open and free the woman. By this time, the car's interior was almost completely filled with water. Foote then carried the woman to the embankment and waited with her until emergency medical personnel arrived. By this time only the roof of the car was visible.

Local law enforcement and rescue personnel were quick to give Foote credit for saving the woman's life. A local patrolman said the woman "is one lucky lady. She would never have been able to get out of the car in time. Had the Foote family not driven by when they did, she probably wouldn't have survived." The woman was taken to a nearby hospital, treated and released. Police confirmed that the woman was driving a car with a specially designed throttle attached to the steering column which enabled her to accelerate and brake with her hand. They theorize that the attachment probably malfunctioned, causing her to suddenly accelerate and lose control of the car.

Foote was presented a letter of commendation by the Shirley Township Chief of Police. Additionally, the town of Groton proclaimed April 14 as a day in his honor. Foote admitted that while he was with the woman waiting for help there were a few anxious moments. He had worked out a plan of floating her out the back window if the car filled up before help arrived.

"It wasn't until it was all over that I started to shake and think of what could have been," Foote said. □

Murphy is assigned to Fort Devens, Mass.

Bearings

Mississippi fisherman lands an unexpected catch

The day was like any other. The sun was out, and the fish didn't bite for Storekeeper 3rd Class Jeffery Tynes, assigned to the galley at Naval Construction Battalion Center (CBC), Gulfport, Miss. While it may be true that Tynes didn't catch any fish May 13, he did catch something much more important — he caught a life.

Tynes and Mess Management Specialist 3rd Class Mike Dozier were headed back to their truck after an unproductive day of fishing when a scream pierced the still afternoon air.

As Tynes ran toward the sound, Damage Controlman (SW) 3rd Class

Bobby Anderson, CBC security, was in the process of rescuing a small child from the water.

"The whole afternoon we heard the mother continually tell the child to stay away from the water," Tynes said. "All I saw was a diaper floating in the water. When Anderson came out of the water with the baby, I asked him if he knew CPR (cardiopulmonary resuscitation). When he said 'no,' I took the baby and checked all vital signs. The baby had none, so I immediately started CPR. After a minute or so, the baby started coughing and crying."

While Tynes gave the baby CPR, Anderson left to contact the base

ambulance, since there was no phone at the lake. It took approximately 15 minutes for the ambulance to arrive, and the baby was immediately rushed to nearby Gulfport Memorial Hospital.

According to doctors who examined the 15-month-old baby, if Tynes had not known CPR and the ambulance had not responded so rapidly, the baby would not be alive today.

A direct phone line between the lake, security and medical is now installed thanks to a suggestion submitted by Tynes. ■

Story by JO3 Russ Clayton, Naval Construction Battalion Center, Gulfport, Miss.

Two imperiled fishermen rescued by an angel of Mercy

The word "mercy" has new meaning for two fishermen rescued from their sinking boat in Northern California waters.

The 891-foot hospital ship USNS *Mercy* (T-AH 19) maneuvered alongside the 42-foot fishing boat, which was listing to starboard with its decks awash.

"Believe me," said *Mercy's* master, CAPT Rollin J. Bellfi, "these guys were in a bad way by the time we got there. The boat was ready to go under. The boat's captain tried to stay as long as he could because the radio was on it, and he wanted to maintain communication with us before having to abandon ship."

Bellfi explained that *Mercy* received a distress call from the Coast Guard at 1:10 a.m., indicating a fishing vessel was in trouble. The hospital ship made radar and radio contact with the fishing boat, located about 40 miles away, at 3:06 a.m.

"Seas were between five and seven feet," Bellfi said. "The skipper and I

talked about the potential dangers of abandoning ship too soon and putting to sea in a life raft with those kind of waves. I knew it would take us a little time to get to him."

Rough seas, poor visibility due to a heavy fog and darkness further hampered the rescue effort after the fishing boat captain decided to abandon ship at 3:30 a.m. A helicopter, unable to see the craft, circled in vain overhead before heading back to the hospital ship. *Mercy* slowed to two or three knots to rescue the crew from the small boat, a mere speck on a turbulent ocean.

"I've got to say that my deck force, my engineers and our Navy medical crew performed superbly," Bellfi said. "The Navy people were lookouts on deck and engineering slowed *Mercy* down incredibly so we could safely rescue the two fishermen."

Mercy grappled the fishing vessel alongside and lifted the life raft with the two crewmen to safety. The hospital ship lost sight of the crippled fishing boat at 5:05 a.m. as it

rolled hard to starboard and sank.

The rescued crewmen told *Mercy's* crew that they discovered a hole in the boat's hull. The water eventually overtook their pumps, and they were no longer able to



dewater the boat's decks.

The two professional fishermen were later transported to a U.S. Coast Guard cutter and taken back to California. ■

Story by Sylvia Rosas, Military Sealift Command, Washington, D.C. U.S. Navy photo.

Bearings

Dedication to the Navy is a family affair for Morgans

At the onset of World War II, 28-year-old John Morgan joined droves of American men and women enlisting in the armed forces. He courageously marched off to war, unknowingly establishing himself as the first of the "Morgan" warriors.

Morgans have served in the Army and Air Force, but three brothers — Ron, Dick and John Jr. — dedicated their lives to the Navy. And not surprisingly, it was John Sr. who proudly commissioned the trio.

The three were recently reunited aboard youngest brother John's brand new destroyer, USS *Arleigh Burke* (DDG 51), during the transit from Norfolk to Portland, Maine.

John is CAPT John G. Morgan Jr.,

Burke's commanding officer. He asked his older brothers, Naval Reserve RADM Ron Morgan and retired CDR Dick Morgan to come along so the three could get together in a familiar environment and reminisce. As with all family get-togethers, a little good-natured sibling rivalry was unavoidable.

John had initially followed older brother Ron's footsteps into submarines before switching to the surface Navy and, ultimately, the assignment of commanding the lead ship of a new class of destroyers. On one occasion during his annual active-duty training, Ron served as John's executive officer on board USS *Barbel* (SS 580).

Dick was the first brother to join the Navy after he attended the U.S. Naval Academy, graduating in 1961. Ron graduated from Princeton University the following year, and John finished up at the University of Virginia in 1972.

The older brothers are impressed with what their younger brother has accomplished since then, particularly the contributions he has made as commanding officer of the lead ship of the *Aegis* destroyers. Both agree *Arleigh Burke* is an awesome ship. ■

Story by JO2(SW) Randy Navaroli assigned to USS Arleigh Burke (DDG 51), Norfolk.

Submariners exposed to the fine art of kitchen sculptors

Mess Management Specialist 1st Class Fortunato E. Unadia has it — that special touch which can mean the difference between winning or losing. Only his special touch takes an unusual form — frosting sculptures.

"In my 23 years of service I've never seen anything anywhere else like the figures he's created," said MSCS Jose T. Cerrillo, galley leading chief petty officer. Unadia's creations, taken from current art and life, are made during a four- to six-hour period with a cardboard and string

frame and three layers of frosting.

Unadia has made frosted sculptures of a submarine, the U.S. Naval Academy's goat mascot, a battleship, a swan, the Lone Sailor, Tiny Toons' Babs, Buster and Hampton, Porky Pig, a snowman, a dog, Santa Claus, tanks, Cupid and a raven. Most of the statues are one- to two-feet high or long, but his latest undertaking has dwarfed all of his other sculptures. He recently completed an aircraft carrier 1.5 feet wide, two feet tall and approximately four feet long.

Unadia's artistic renditions helped the Dolphin Inn, Commander Submarine Group 5's galley in San Diego, win the Navywide 1991 CAPT Edward F. Ney Memorial Award for outstanding food service in the medium ashore category. Unadia's personal goal is to use his talent to help boost his shipmate's morale. "What I'm doing is for the crews of the submarines here. I want to make them happy, keep their

morale up — that's my goal," he said.

Many of his frosting sculptures, including the submarine, the Lone Sailor, helicopter carrier, Tiny Toons' characters and battleship, are in good condition and displayed regularly.

Although Unadia seems to have found his specialty, he has not always been an MS. He entered the Navy in 1973 as a disbursing clerk and converted to MS in 1978. He completed Private Mess Operation school and the Culinary Arts School, where he was taught advanced food production, ice carving, how to make and frost cakes, make decorations, garnishing techniques and record keeping.

His future sculpting plans include the Tiny Toons' monster Dizzy Devil and a copy of a European art gallery sculpture. ■

Story and photo by JO1 Steven D. Thompson, assigned to Commander Submarine Group 5, San Diego.



Bearings

MSC, Teenage Mutant Ninja Turtle helps promote reading

What do the Department of the Navy's Military Sealift Command (MSC), Southwest Washington, D.C.'s, Anthony Bowen Elementary School and a green, seven-foot Teenage Mutant Ninja Turtle named Raphael have in common?

All were active participants in kick-off festivities for a Reading Olympics contest introduced by MSC to encourage recreational reading among students in grades three through six. The contest requires students to read books and write reports to attain points. Winning classes at each grade level earn pizza parties — one of Raphael's favorite activities. In addition, medals are presented to winning teams within each class.

Huge smiles, cheers and enthusiastic applause greeted Raphael as he made his guest appearance at Bowen. The students were eager to learn about the Reading Olympics contest sponsored by MSC, and were especially excited to meet one of their favorite heroes. Since the contest began, more than 150 of the 200 students have read books and written book reports to earn points for the contest. MSC volunteers grade the book reports, tutor the children with reading and provide promotional items to keep contest participation strong.

MSC conducted an eight-week book drive for the school in preparation for the Reading Olympics, where more than 500 books and two complete sets of encyclopedias were donated by employees as part of the command's ongoing partnership with the school.

The book drive is just one of many initiatives MSC has



undertaken this year to motivate students to improve their academic skills. More than 60 MSC volunteers are providing tutoring assistance, conducting field trips for students, inviting role models from various career fields into the school and developing creative programs to bolster reading skills.

Sally Darner, chairperson for MSC's book drive said "I'm overjoyed with the outstanding results of the book drive. This has been an excellent chance to empty some bookshelves at home and give books to children who can really use them. It makes us all feel great to be able to contribute to such a worthwhile cause." ■

Story and photos provided by public affairs staff, Military Sealift Command, Washington, D.C.

Above: Raphael speaks with students at Bowen Elementary School during the Reading Olympics festival sponsored by the Military Sealift Command. Left: In addition to the eight-week book drive 60 MSC volunteers provided tutoring and developed programs to bolster reading skills for more than 150 Southwest Washington, D.C., students.

Mail Buoy

Biofeedback feedback

I am writing in response to "Positive Feedback," an article on biofeedback programs in the Navy published in the May 1992 edition of *All Hands*. I would like to clarify a number of points which might have misled the readers.

The article states that the biofeedback program at the San Diego FSC (Family Service Center) is "one of two in the Navy." In fact, many mental health departments affiliated with naval hospitals have biofeedback capability, including Naval Hospital San Diego.

Secondly, the San Diego FSC counselor, whose biofeedback credentials are not mentioned, states that biofeedback is conducted at the FSC rather than at the hospital "because we do therapy here," implying that therapy is not conducted at the hospital. That is a patently untrue statement — therapy, biofeedback and otherwise, is available to active-duty members (and family members as available) at all naval hospitals.

Thirdly, biofeedback has been utilized for more than 20 years, although the technology has advanced considerably during this time. Naval hospital mental health departments have been using it for the better part of a decade. It may be new to the FSCs, but certainly not to the Navy.

It is my hope that this has served to clarify some possible misperceptions that could have resulted from the original article.

—LT Stuart B. Fisher
Clinical Psychologist
Naval Hospital, Groton, Conn.

Reunions

- **USS Cortland (APA 5)** — Aug. 21-23, Seattle. Contact Alvin E. Miller, 3425 Center Point Road N.E., Cedar Rapids, Iowa 52402; (319) 393-8152.

- **USS Blanco County (LST 344)** — Aug. 27-30, Norfolk. Contact Herbert J. Coller, 851 N. Church Road, Sinking Spring, Pa. 19608; (215) 670-5084.

- **USS Denver (CL 58)** — Sept. 10-13, Tyler, Texas. Contact John Bloomer, 4902 Longview Ave., Godfrey, Ill. 62035; (618) 466-2419.

- **USS Johnston (DD 557)** — Sept. 13-16, Las Vegas. Contact Bill Mercer, 707 Clebud Drive, Euless, Texas 76040; (817) 267-3230.

- **USS Lackawanna (AO 40)** — Sept.

16-21, Baltimore. Contact Joe Fello, 4812 Niagra Road, College Park, Md. 20740; (301) 345-4825.

- **USS Collett (DD 730)** — Sept. 17-19, Nashville, Tenn. Contact Walter Schall, 96 E. 219 St., Euclid, Ohio 44123.

- **VP 48/VPB 208/FASRON 105/Marine Det. and NAS Trinidad** — Sept. 18-20, Orlando, Fla. Contact Art Seibel, 130 Willow Drive, Salisbury, N.C. 28146; (704) 279-7773.

- **USS Tuscaloosa (CA 37) and USS Wichita (CA 45)** — Sept. 19-27, Cincinnati. Contact John D'Ercole, 122 Eaton Ave., Hamilton, Ohio 45013; (513) 863-7196.

- **USS Berkeley (DDG 15)** — Sept. 24-27, San Diego. Contact Jim Barrett, P.O. Box 700715, San Jose, Calif. 95170-0715; (408) 446-4277.

- **USS La Prade (DE 409)** — Sept. 24-27, Omaha, Neb. Contact Ken Karr, 900 Franklin Ave., Council Bluffs, Iowa 51503; (712) 328-0313.

- **USS Carter Hall (LSD 3)** — Oct. 2-3, St. Louis. Contact Lillian Luksich, P.O. Box 255, Graham, Texas 76046; (817) 549-4819.

- **USS Salem (CA 139) Association and Marine Det.** — Oct. 2-4, Danvers, Mass. Contact Bob Daniels, USS Salem Association, P.O. Box 34303, Indianapolis, Ind. 46234; (317) 271-6850.

- **VF 53, USS Valley Forge (CV 45), and USS Essex (CV 9)** — Oct. 2-4, San Diego. Contact Chuck Darrow, 1455 Rice Road, Fallon, Nev. 89406; (702) 423-6137.

- **Marine Corps Photographic Squadron (VMD 354)** — Oct. 2-5, Greenville, N.C. Contact Russ Jeanes, Route 5, Box 226, Kinston, N.C. 28501; (919) 522-4682.

- **390th Bomb Group Veterans Association, World War II, 8th Air Force** — Oct. 7-10, Orlando, Fla. Write to: 390th Memorial Museum Foundation, P.O. Box 15087, Tucson, Ariz. 85708; or call Bob Waltz at (602) 996-5105.

- **69th NCB** — Oct. 9-12, St. Louis. Contact John Merle, 7065 Maryland Ave., St. Louis, Mo. 63130; (314) 725-2626.

- **USS Davis (DD 395)** — Oct. 14-17, Newport, R.I. Contact W.P. "Bill" Crewe, 961 Atlanta Circle, Seaford, Del. 19973; (302) 629-8668.

- **Veterans of Mancini Island (1945-46)** — Oct. 14-18, Norfolk. Contact Ray Karl, 603 S. Olds Blvd., Fairless Hills, Pa. 19030; (215) 945-3615.

- **USS Boxer (CV/CVA/ CVS 21) and (LPH 4)** — Oct. 15-18, Charleston, S.C. Contact Hank Wilson, 1751 Evergreen Court, Derby, Kan. 67037; (316) 788-4560.

- **USS Miami (CL 89)** — Oct. 16-18, Poconos, Pa. Contact Betty Duff, 2200 Ocean Pines, Berlin, Md. 21811; (410) 641-8010.

- **USS Hovey (DMS 11/DD 208)** — Oct. 21-25, Nashville, Tenn. Contact "Dusty" Hortman, 2827 Monarch St., San Diego, Calif. 92123; (619) 278-0965/5733.

- **USS Wilkes (DD 441)** — Oct. 22-25, Des Moines, Iowa. Contact C.W. "Rusty" Miller, 3801 S.W. 31 St., Des Moines, Iowa 50321; (515) 287-2760.

- **VP/VPB 122 (Aleutian Islands 1945-46)** — Oct. 23-25, Galveston, Texas. Contact James E. Little, 3400 Cove Cay Drive No.4E, Clearwater, Fla. 34620; (813) 535-9352.

- **USS Mustin (DD 413) and USS Hornet (CV 8)** — Oct. 23-26, Merrimack, N.H. Contact Bud Whited, P.O. Box 626, Grantham, N.H. 03753; (603) 863-5330.

- **USS Aulik (DD 569)** — Oct. 22-25, Orange, Texas. Contact Marie Casey, 2217 W. Rio Grande, Orange, Texas 77630; (409) 883-9115.

- **Guantanamo Bay, Cuba (1950-present)** — Oct. 29-Nov. 1, Boca Raton, Fla. Contact Stanley Hunt, 5944 Glasgow Road, Sylvania, Ohio 43560; (419) 882-1723.

- **USS Lyman K. Swenson (DD 729)** — Oct. 29-Nov. 1, Charleston, S.C. Contact Glen Ingram, 203 Shadow Lane, Euless, Texas 76039; (817) 283-8294.

- **VC 99** — Oct. 30-31, San Diego. Contact Carl L. Gilbert, Dept. of History, University of San Diego, San Diego, Calif. 92110 or call Jill Serrett (619) 224-3411.

- **Korean War Devil Dogs** — Oct. 30-Nov. 1, Philadelphia. Contact Lawrence H. Moore, 2817 8th Ave., S.W., Huntsville, Ala. 35805; (205) 533-4832.

- **CBMU 552 and 553** — October 1992. Contact George W. Keen, 3142 Longview Drive, N. Fort Myers, Fla. 33917; (813) 656-5645.

- **Subic Bay Association (1945)** — October 1992, Norfolk. Contact Jack Shanesy, 1353 Skylark Drive, Troy, Ohio 45373-1621; (513) 339-4524.

ALL HANDS Photo Contest

The *All Hands* Photo Contest is open to all active duty, reserve and civilian Navy personnel in two categories: **Professional** and **Amateur**. The professional category includes Navy photographer's mates, journalists, officers and civilians working in photography or public affairs.

All entries must be Navy related. Photos need not be taken in the calendar year of the contest.

Competition includes single-image feature picture and picture story (three or more photos on a single theme) in black-and-white print, and color print or color transparency. No glass-mounted transparencies or instant film (Polaroid) entries are allowed. Photo stories presented in color transparencies should be numbered in the order you wish to have them viewed and accompanied by a design layout board showing where and how you would position the photographs.

There is a limit of six entries per person. Each picture story is considered one entry regardless of the number of views.

Minimum size for each single-image feature picture is 5 inches by 7 inches.

All photographs must be mounted on black 11-inch by 14-inch mount board.

Picture stories must be mounted on three, black 11-inch by 14-inch mount boards taped together, excluding photo stories entered as transparencies.

Please use the entry form below and include the **Title** of the photograph and complete **Cutline** information on a separate piece of paper taped to the back of the photo or slide mount.

Certificates will be awarded to 1st, 2nd and 3rd place winners as well as Honorable Mention in each of the categories. Winning photographs will be featured in *All Hands* magazine.

Entries will not be returned to the photographer.

For more information about the *All Hands* Photo Contest, contact PH1(AW) Joseph Dorey or JOCS Robert Rucker at Autovon 284-4455/6208 or commercial (703) 274-4455/6208.

ALL ENTRIES MUST BE RECEIVED NO LATER THAN SEPT. 1, 1992.

For each entry, please indicate in which category and group you are entering the photograph. Attach a completed copy of this form to your entry.

Single-image feature

- ☐ Black-and-white print
☐ Color print or transparencies

- ☐ Professional
☐ Amateur

Photo story

- ☐ Black-and-white
☐ Color print or transparencies

Name: _____

Rate/rank: _____

Command: _____

Address: _____

Phone: _____

Title of Photo: _____

Send entries to:

All Hands Photo Contest
Navy Internal Relations Activity
601 N. Fairfax St., Suite 230
Alexandria, Va. 22314-2007



Sun sets on Subic Bay ● Page 18

ALL HANDS

SEPTEMBER 1992



Navy astronauts

359.05
1416 PERIOD

Excellence exemplified



The 1992 Sailors of the Year (from left to right): Naval Reserve Sailor of the Year, HMC Paul E. Jensen; Shore Sailor of the Year, ACC (AW/SW) Iain G. Palmer; Atlantic Fleet Sailor of the Year, AMSC (AW) William C. Pennington; and Pacific Fleet Sailor of the Year, OSC (DV/PJ) David A. Albonetti. See story, Page 44.

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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 906) is published
 monthly by Navy Internal Relations
 Activity: Naval Station Anacostia,
 Bldg. 168, 2701 S. Capitol St., S.E.,
 Washington, D.C. 20374-5081. Sec-
 ond-class postage paid at Washing-
 ton, D.C. 20374.

Subscriptions: Superintendent of Doc-
 uments, U.S. Government Printing Of-
 fice, Washington, D.C. 20402. Price:
 \$17, U.S. and FPO; \$21.25 foreign.
 Make checks/money orders payable to:
 "Superintendent of Documents, GPO."

Postmaster: Send address changes to
All Hands, Naval Station Anacostia,
 Bldg. 168, 2701 S. Capitol St., S.E.,
 Washington, D.C. 20374-5081.

Editorial Offices: Send submissions
 and other correspondence to: NIRA,
 Print Media, Attn: Editor, Naval Station
 Anacostia, Bldg. 168, 2701 S. Capitol
 St., S.E., Washington, D.C. 20374-
 5081. Phone (202) 433-4309 (AV 433-
 4809).

Message: NAVINREACT WASHING-
 TON DC.

Authorization: The Secretary of the
 Navy has determined that this publica-
 tion is necessary in the transaction of
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 ment of the Navy. Funds for printing
 this publication have been approved
 by the Navy Publications and Printing
 Policy Committee.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
SEPTEMBER 1992 — NUMBER 906
69TH YEAR OF PUBLICATION



Photo by CWO2 Tony Alleyne

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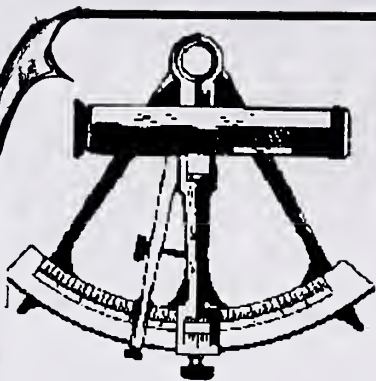
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Front cover: NASA's newest shuttle, Endeavour, makes its maiden launch May 7, 1992, with two Navy astronauts aboard. Naval officers have contributed to the space program significantly since it began in 1959. See story Page 18. Photo by PH1(AW) Joseph Dorey.

Back cover: A Young Marine gets close attention from his drill instructor. This inspection is part of a Washington, D.C. inner-city program to save youths from the streets. See story Page 40. Photo by JO1 Lee Bosco.



From the charthouse

CNO staff reorganized

Acting Secretary of the Navy Sean O'Keefe approved a plan which will reorganize the office of the Chief of Naval Operations (OpNav), the staff assigned to support the CNO, by Jan. 1, 1993. The plan, developed by CNO ADM Frank B. Kelso II, aligns the OpNav staff with counterparts in the Joint Chiefs of Staff.

The reorganization eliminates four three-star billets and cuts a total of 150 officer, enlisted and civilian billets from OpNav.

"I believe we will be a more effective, efficient and responsive organization when this transition is complete," said Kelso. "Leadership in Washington will be more streamlined, and leadership in the fleet will be more involved in requirements decisions. What this means to our people at sea is more effective support from headquarters and more vigorous leadership in the fleet."

Under the new organization, staffs of the current Assistant Chiefs of Naval Operations for Submarine Warfare (OP-02), Surface Warfare (OP-03) and Air Warfare (OP-05) and the Director of Naval Warfare (OP-07) will merge into one staff under the Deputy CNO for Resources, Warfare Requirements and Assessment, a three-star flag officer.

The current Deputy CNO for Plans, Policy and Operations (OP-06) becomes the Deputy CNO for Policy, Strategy and Plans, with a one-star in charge of Operations and Plans and a two-star in charge of Strategy and Policy. The Deputy CNO for Manpower, Personnel and Training (OP-01) becomes the Deputy CNO for Manpower and Personnel. The Chief of Naval Education and Training assumes responsibilities as Director of Naval Training and Doctrine.

Staffs of the current Deputy CNO for Logistics (OP-04); Director of Space and Electronic Warfare (OP-94); and Director of Naval Intelligence (DNI) essentially maintains their current responsibilities.

It's show time

If you are traveling to the Washington, D.C., area be sure to visit the recently completed Navy Memorial.

This tribute to U.S. sailors and their families features the Arleigh and Roberta Burke Theater—a 250-seat auditorium with a 52-foot wrap-around motion picture screen offering a special 35-minute Navy film, "At Sea."

Filmed aboard USS *Constellation* (CV 64), the movie spotlights real-life catapult officer LCDR Ray Turner as he leads the launch team and his audience on a journey at sea.

The film depicts life aboard a 16-story aircraft carrier as jet aircraft rocket across the deck's 250-foot runway.

The movie's three-dimensional video recording technique, combined with multi-layered digital audio, breathes power into the "At Sea" experience.

"At Sea" can be seen exclusively in the Burke Theater at the memorial, located midway between the White House and the Capitol on Pennsylvania Avenue.

Showings are every 45

minutes from 10:15 a.m. until closing. Call 1-800-821-8892 for more information.

Navy eases your transition

Major transitions are always stressful, and transitioning from military to civilian life is no exception. But Navy people making that transition need not feel alone.

Every Navy person preparing to retire or separate has access to a support program which can help ease the stress and increase the chances for success. This support can begin as early as six months before leaving the Navy through the Transition Assistance Management Program (TAMP). TAMP offers a three-and-a-half day seminar which helps prepare service members for the civilian job market. It is available to all active-duty personnel (and their spouses) within six months of leaving the service.

Services through family service centers at 85 transition sites worldwide include:

- Employment assistance: seminars, computerized referral assistance and mini-resumes, automated bulletin boards with job openings, job

AT SEA



Fiscal Year 1993 Selection Board Schedule

The Bureau of Naval Personnel (BuPers) recently announced the schedule of selection boards for FY 93. The following list summarizes all major boards. A complete listing of all selection boards will be promulgated in upcoming issues of *Link*, *Perspective* and the *1993 Navy Leader Planning Guide*. In addition, BuPers Access and BuPers' electronic bulletin board carry the listing. It can be accessed by calling 1-800-346-0217/18/27, or 1-800-762-8567 or (703) 614-8070/6059/8076 (Autovon 224).

| Selection Board: | ACTIVE | RESERVE |
|------------------------------|---------------------------------|--------------------------------|
| Transfer/Redesignation | Oct. 12, 1992/ Apr. 26, 1993 | Jan. 11, 1993/ Jun. 7, 1993 |
| 0-7 Line | Nov. 2, 1992 | Nov. 2, 1992 |
| 0-7 Staff | Nov. 2, 1992 | Nov. 2, 1992 |
| 0-8 Staff | Nov. 30, 1992 | Dec. 7, 1992 |
| Enlisted High-year Tenure | Dec. 14, 1992/ June 7, 1993 | Feb. 22, 1993 |
| Senior Enlisted Academy | Dec. 1, 1992/ June 1, 1993 | N/A |
| 0-8 Line | Jan. 6, 1993 | March 8, 1993 |
| LDO (In-Service procurement) | Jan. 11, 1993 | Feb. 22, 1993 |
| 0-6 Line | Jan. 12, 1993 | Jan. 25, 1993 |
| 0-6 Staff | Feb. 8, 1993 | May 17, 1993 |
| 0-5 Line | Mar. 9, 1993 | Apr. 19, 1993 |
| 0-5 Staff | April 19, 1993 | May 17, 1993 |
| 0-4 Line | May 18, 1993 | June 21, 1993 |
| 0-4 Staff | June 14, 1993 | Sep. 13, 1993 |
| CPO (E-8/9) | March 8, 1993 | March 29, 1993 |
| CPO (E-7) | June 7, 1993 | July 6, 1993 |
| 0-3 Line | July 26, 1993 | Aug. 4, 1993 |
| 0-3 Staff | Aug. 16, 1993 | Sept. 13, 1993 |

fairs, job preference for non-appropriated fund positions and priority in reserve affiliation.

- Financial assistance:

counseling and guidance in topics such as unemployment compensation, separation pay, Voluntary Separation Incentives

(VSI) and Special Separation Benefits (SSB).

- Separation assistance: pre-separation and relocation counseling, explanation of health benefits and leave, military family housing extensions, DoD school extensions, extended commissary and exchange privileges and homeowner assistance programs in the case of base closure.

- Education and training assistance: explanation and counseling concerning the Montgomery GI Bill, as well as job retraining and job placement under the Job Training Partnership Act.

Attendees may also learn how to find the career or job that is best for them, how to introduce themselves to potential employers and how to conduct an effective job interview. To find out more about transition assistance, contact your family service center or call 1-800-327-8197.

DoD assists job hunters

The Defense Outplacement Referral System (DORS) has been established to help separating sailors make a successful transition to civilian life.

DORS is an automated resume referral service that provides potential employers with job applicants who meet their job

qualifications and match geographic preferences.

For more information about DORS, contact your base transition office or call 1-800-727-3677.

Remember, review your microfiche

Sailors are responsible for periodically reviewing their microfiche records for accuracy.

Records can be reviewed in the records review room at the Bureau of Naval Personnel or by mailing a microfiche records request form (NavPers 1070/879) to the Bureau of Naval Personnel (Pers 313C), Washington, D.C., 20370-5313.

Forms are available in personnel offices or PSDs. It is important to include your signature, full name, social security number and a complete return address. A microfiche hand viewer may be purchased by including a \$4 check or money order payable to the Treasurer of the United States.

If you find errors or omissions in your record, corrections may be made by contacting Pers 313D at Autovon 224-2983/3654 or (703) 614-2983/3654.





Gimme shelter

Improvements to housing and BQs get green light

Story by JO1(AW) Linda Willoughby, photos by PH1(AW) Joseph Dorey

Quality of life means many things to many people, but a very dedicated officer at the Navy Annex Arlington, Va., is the vanguard of the Navy's quality of life programs. She has — as much as anyone can — nailed down what that nebulous phrase means to sailors and their families.

"My campaign for all three years I've been in office has been first and foremost focused on [Navy] housing," said the Director of Personal Readiness and Community Support, RADM Roberta (Bobbie) Hazard. "I have really pushed housing because [each] of us, single or married, has to live someplace, and you spend a fair amount of time in a residence, wherever it is. So [housing] assumes significant importance to single and married members — and the latter's spouses and kids."

Hazard, who works directly for the Chief of Naval Personnel, assures that the Chief of Naval Operations (CNO) understands, as well as many of the Navy's current three-and four-star leaders, that a strong tie exists between quality of life and operational readiness, morale and retention.

Although the Navy has always

been concerned about quality of life for its sailors, during the last decade it may have seemed as if the importance of a 600-ship Navy predominated.

Today's senior Navy leaders realize that the Navy's record-high retention rate is partially a function of sailors' satisfaction with the Navy, educational opportunities and upward mobility for growth and contribution. However, they also realize retention is high due to the external employment situation. To maintain an edge in an improving economy, Hazard feels, "The Navy needed to invest more resources in key quality of life areas like housing; morale, welfare and recreation; and child care."

In late spring 1991, the CNO tasked Hazard's office to find out how the Navy's housing standards measured up to DoD and the other services' standards.

To accomplish this, two major family housing studies were undertaken. The first dealt with the standards and policies that drive Navy housing requirements. Special focus was given to maintenance and repair, customer services and the total inventory requirements. The

second study dealt with the management of family housing. Hard on the heels of these two efforts were two similar undertakings that probed the status of bachelor quarters (BQs).

The results gave Hazard's office a new data base as well as the future direction Navy housing should take.

"Today we have about 73,000 [Navy housing] units, averaging 30 years of age," Hazard said. "But the good news is, one-third of these units are less than 20 years old, although many have a significant backlog of maintenance and repair. In fact the backlog of maintenance and repair is more than \$1.8 billion."

Hazard also pointed out that the Navy houses approximately 23 percent of those entitled to family housing. "The remainder are housed on the economy," she said, "60 percent of whom are housed ade-





"People who are preoccupied with the fact their ceiling may be falling in, or other unaddressed problems at home can't focus on their work ..."

quately. About 17 percent of our people are housed in what are termed inadequate quarters," Hazard added.

Housing adequacy is determined by specific rules set by the Office of the Secretary of Defense (OSD). One of the regulations states that military members living on the economy have to live within a 30-mile radius of their command with less than an hour commute at peak traffic times.

"Obviously, driven by cost for the most part, [members] move further out because it becomes more affordable. The term 'inadequate housing' doesn't necessarily mean members are living in a cracker box," Hazard said. "But these houses fail to meet the OSD stipulations for one of a number of reasons. The point is that in these studies we demonstrated to the CNO we need to do a number of things."

The group most heavily affected by the cost of housing is the Navy's junior enlisted sailors — E-1 through E-3. As a result of a CNO decision, the Navy has recently issued a message to allow E-1 through E-3 members to be assigned to base housing on an equal priority basis.

Traditionally DoD has directed that housing be built and assigned in consideration of rank or grade structure. However, according to Hazard, during the last few years senior enlisted leaders have voiced strong feelings to policy makers urging them to allow junior sailors access to housing because they were experiencing such hardships, especially in high-cost areas.

In addition to these changes for junior sailors, one of the most positive outcomes from the studies is renewed focus on sailors' quality of life as a key influence on operational readiness, morale and retention.

"We need to sound that theme and make sure people not only hear it, but also understand it. It is true that people who are preoccupied with the fact their ceiling may be falling in, or other unaddressed problems at home can't focus on their work, and [all of their attention] needs to be focused on their job," Hazard said.

The second item, addressed to the Navy's senior leaders, focused on quality housing and is being called "Neighborhoods of Excellence."

Total neighborhood upgrades, from housing renovation and improved landscaping and painting to better signs and recreational areas in family housing complexes, are only a few of the features sailors can look forward to under this program. According to Hazard, the definition of quality housing needs to include more than specific square footage requirements.

"It also must include decent customer services," Hazard said. "When you call up you don't just get put on a humongous waiting list to get



**"The one thing we
have to do is build
smart."**

The Navy has requested in its POM-94 submission an additional \$300 million per year for six years to nurse family housing back to health. According to Hazard, this money will be concentrated first on the backlog of maintenance and repairs, second, on improved customer services; and third, on increasing the Navy inventory of homes.

"The one thing we have to do is build smart," Hazard said. "By that I mean concentrating on those areas where we know we are going to be in the future. It would be absolutely dumb to buy or build a whole bunch [of houses] on a base that is going to close in two years. Of course it's like reading tea leaves since we haven't made those decisions."

With the future uncertain, the Navy is looking to acquire housing in areas where it will remain. If these locations happen to be near Army or Air Force bases that are closing, then that affords a good opportunity to procure housing at these bases.

This huge investment puts the Navy beyond the \$1 billion a year mark for family housing in each of those years. "That kind of additional investment in housing during an era of reducing resources, is a strong statement from senior leadership about the importance of quality of life and housing in particular," Hazard said.

Family housing is not the only type of housing being studied. Sailors living in BQs will see improvements in management as well as investment of additional money for upgrading barracks.

There are approximately 3,500 BQs with about 200,000 BQ spaces

repairs; you have a reasonable response time."

Housing repairs, always a large part of the housing budget, is scheduled to receive increased funds to tackle the backlog, improve customer services and upgrade appliances.

"Why should we buy the cheapest appliances which often have the worst repair records?" Hazard asked. "We need not go 'gold plated,' but we should have the kind of appliances you would buy if you went out to the store."

Money and expertise are the main ingredients needed to make housing repairs, but it takes new, innovative ideas to tackle the more complicated housing-related problems. Hazard's office is exploring the possibility of

providing information and referral services to quality but affordable housing in the local community. She envisions that these experts would ideally be equipped with computers and multiple listings which would enable them to keep track of off-base housing, and they might even provide transportation to look at homes for families without a vehicle.

Another item that Hazard spoke about with senior leaders is loaner furniture. "Furniture is a huge outlay for families moving [overseas], but we have not had the funds in the past to invest in that extensively. We've got it in Naples and a few other places in Italy, but we now need to expand that opportunity to other places where we are concentrated overseas."

(A space is defined as an allocation of an area with a bunk in it, not necessarily an individual room). Of these 200,000 spaces, about 145,000 are considered adequate, about 15 percent or 29,000 are considered substandard but can be renovated and 12 percent or 24,000 are considered beyond economical repair. The inventory averages 31 years of age, but almost one-third of the spaces are less than 20 years old and in good shape. Based on the projected size of the Navy for 1997, there is a likely shortfall of about 20,000 BQ spaces. Hazard said this deficiency will be addressed through a combination of major renovations and construction.

The backlog for BQ maintenance and repair—\$424 million—is much less than in family housing. The CNO has committed to substantially increasing the money previously invested in BQs for new acquisitions, maintenance and repair. Starting in FY94, the average budget of about \$350 million per year for six years should achieve the same kind of quality upgrade for BQs as for family housing.

Service to the BQ customer was also an important element of the studies. An early result was publication of a badly needed new edition of the Bachelor Enlisted Quarters (BEQ) Manual, superseding a nine-year-old version.

Additionally, the Management Assistance and Inspection Team from Hazard's office, which normally inspects BQs on a regular basis, took time off to develop training for BQ managers and to conduct two-day training sessions that

address the contents of the new manual and many other issues. The focus of the training is on quality and how it can be manifested: new customer service ideas, new housekeeping concepts and new instructions on how to build a budget and implement it.

"What I haven't mentioned at all, but is very important to our people living in BQs, is that we also focused on the need to refurbish or replace furnishings," Hazard said. "We have a lot of missing furniture. A lot of furniture is literally 15 to 17 years old and we need to replace it. We need to do whole-room refurbishment, and that is provided for in the additional dollars the CNO has agreed to support, commencing in FY94."

Another area being examined to relieve overcrowded barracks is to give those personnel who are now entitled to live ashore (namely E-7 and above, geographic bachelors and others authorized to move ashore if the BEQ is 95 percent filled) the right to use the same information and referral services available to Navy families. This initiative would help personnel living in barracks find affordable housing more easily.

According to Hazard, BEQ management has received its share of attention from the CNO. As a result, Naval Facilities Engineering Command has been tasked to become the program manager for BQs which will bring badly needed management and engineering expertise to BQs.

Hazard explained that changes will not happen overnight. However, many commanding officers and BQ

managers have already begun their own improvements through self-help programs involving Seabee units and BQ residents. Senior leaders are focusing on the quality of their BQs these days, and inspecting them and addressing their needs.

"Neighborhoods of Excellence is a term that applies equally to our BQs, Hazard said. "It's going to get better. In fact it's already getting better, and when you have that kind of interest from the top, it really filters down.

"I can see the difference in the pride of people already," Hazard said. "We've got to get a professional mind-set in terms of our management and let people know that there is no greater service than to serve Navy people." □

Willoughby is a staff writer and Dorey is a photojournalist for All Hands.



**"We've got to get a professional mind-set
... and let people know that there is no
greater service than to serve Navy people."**



Home on the base

A closer look at Navy housing

Story by JO1 Chris Price, JO1 Sherri E. Bashore and JO2 Jonathan Annis

Even though your home of record may be 1,000 miles away, the Navy aims to make your "temporary" government-owned quarters as comfortable and cozy as possible.

Officials at the Naval Facilities Engineering Command (NavFacEngCom), Washington, D.C., are hoping that new appliances, modernized baths and kitchens, better landscaping and additional recreational facilities in family housing areas make a difference in the lives of Navy families. With some newly acquired funds, NavFacEngCom hopes to turn

government quarters into communities where families can be proud to live and have a sense of home ownership, even if their stay is only a short one. The Navy strives to develop its own excellent neighborhoods — those with the same traits sailors look for when house-hunting in civilian markets. Navy officials call the concept "Neighborhoods of Excellence."

For many Navy families, military housing is an attractive option — particularly if living on base is physically and economically convenient. The Navy's aim is to offer

the "best in housing" to sailors and their families.

To prove that point, Norfolk, San Diego and Pensacola, Fla., were selected as "showcase" locations for Neighborhoods of Excellence — revealing the latest in Navy housing modernized for the '90s.

Although these homes won't be featured on a Saturday morning "home showcase" channel, the concept is almost the same. They will be occupied by residents who will be partly responsible for selling the concept to the fleet by maintaining their properties and keeping them



Photo by JO1(SM) Joe Bartlett

Opposite page: Navy housing areas have become showcases in the major Navy towns of Pensacola, San Diego and Norfolk. Left: ENS Robert Glenn searches for information about Pensacola housing on the Touch Information Products Services computer.

things we need to fix to protect structural integrity," Bates said. "From there we'll talk to managers and occupants to find out what changes they would like to see. The inspector also recommends improvements we need to make. Residents know [first-hand] from living in the community what the problems are."

The Navy has always been concerned about the needs of on-base housing residents, but these efforts usually were concentrated on fixing up, repairing and revitalizing needy areas — project by project. Little consideration was given to the personality of the whole neighborhood, but things have changed. Now emphasis is being placed on an entire neighborhood's needs. These new initiatives are overwhelmingly approved by Navy leaders.

Whole-house renovation should be taken care of at the time of a change in occupancy. "We are looking at the one-time, as needed total replacement of wiring and plumbing to last another 25 years," said John Aldridge, housing facilities director at Naval Air Station, Pensacola, Fla.

Whereas public works center crews once did between-resident maintenance and answered all trouble calls, these duties are now immediately passed to local contractors through a dedicated housing contracts department in the field.

Recently the contractors sped the process even more by extending their hours into the evenings and weekends, making the service convenient to working parents. The contract is continually being refined to meet its customers' needs.

"I think some of the other bases are taking a look at what we are doing and have altered their proce-

attractive. Thus, when prospective residents pass through one of these three Navy areas, they will get a first-hand look at what's new and different in the world of Navy family housing on the East, West and Gulf coasts.

"Each base is developing its own revitalization plan for Neighborhoods of Excellence," said Betty Bates, head of Norfolk's family housing.

The plan not only includes modernizing interiors with new appliances, it also improves exteriors with quality playgrounds and recreational facilities, like jogging paths and fitness trails. But for any plan to work smoothly, it must start with a strong foundation.

"We started with an engineering inspection to tell us what's wrong with the structural, electrical and mechanical areas in the units —

dures already," said CDR James McCarty, Military Housing Director at San Diego. "Each geographic location is slightly different depending upon their conditions."

By far, of the three showcase commands, San Diego is the most expensive in terms of living on the economy, with two-bedroom apartments in decent neighborhoods starting at \$680 per month. San Diego is also the largest all-Navy housing area with seven offices managing 21 sites for a total of 7,291 units.

Even so, McCarty said these numbers still fall short of the ideal — a move with "no waiting." Currently one in five families reside in Navy housing, while there are more than 7,500 people on waiting lists.

"If we could move a family from door-to-door, we would save the government money because we wouldn't have to give them basic allowance for quarters (BAQ) and variable housing allowance (VHA) when they live in the community," McCarty said.

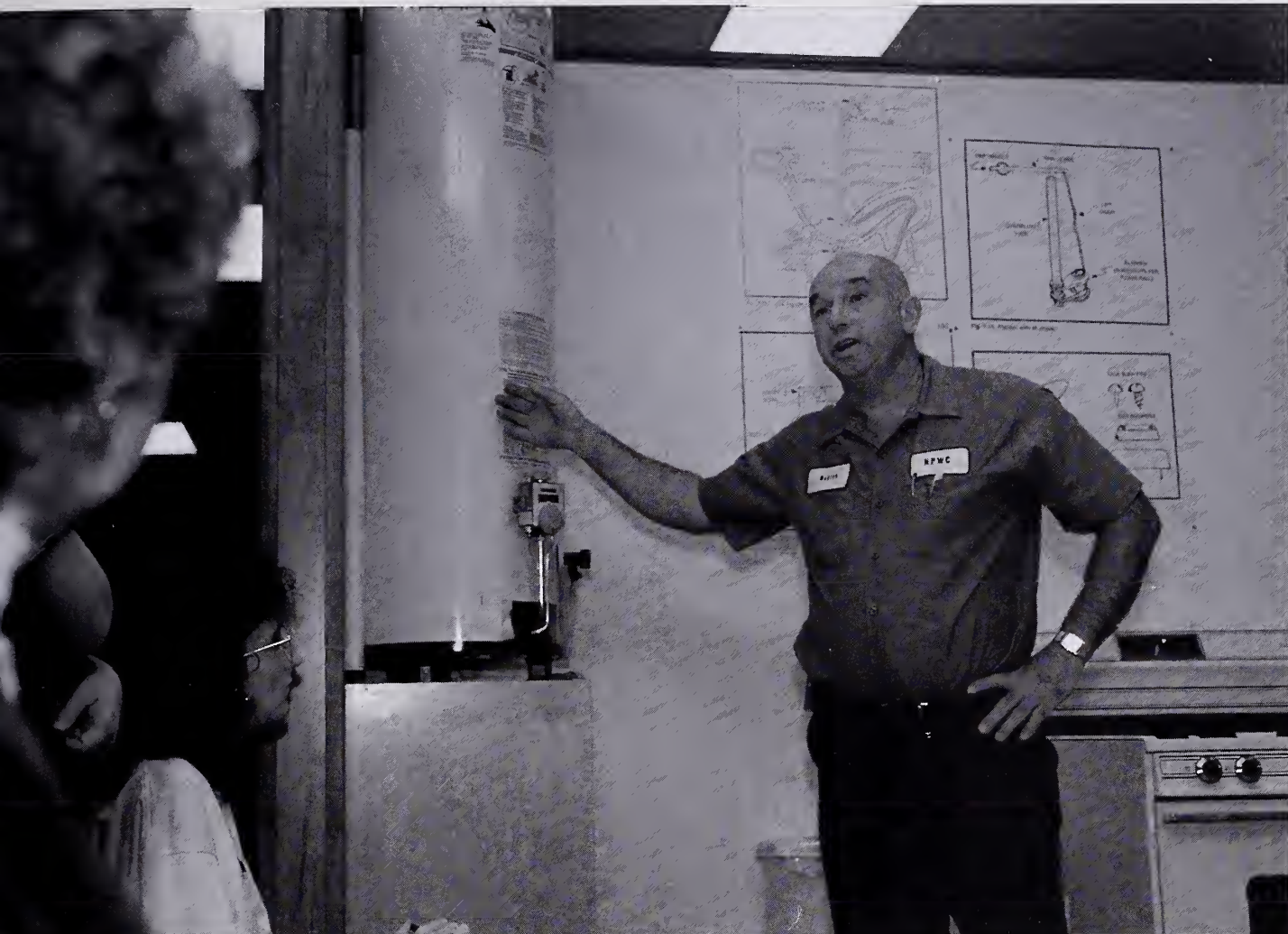
The family would also save the out-of-pocket percentage, normally about 15 percent of the rent, which can take a large bite out of discretionary funds in high-cost areas. He said that while customer service helps to achieve excellence for San Diego, a housing system that eases the burden, particularly to younger families with more than one child, can be more important.

"Whenever we move that family into military housing, if they were struggling to make the rent payment, then we have helped that family have a significantly better quality of life," McCarty said.

Whether or not this long-term goal can be achieved with funding and



Above: Many sailors say the beautiful surroundings in some of the housing areas relieve stress. Right: Moving is a fact of life for all sailors, but housing officials have worked to make each sailor's move more pleasant.



Pete Noble of Pensacola's "Self-help Academy" instructs housing residents on minor repairs and coping with everyday inconveniences.

staff levels to be made available, San Diego has been able to add approximately 300 new units per year as well as keep older units on-line.

Aside from standard military construction projects which can take up to three years to complete, San Diego took advantage of a building boom to begin direct acquisition with MilCon authority of ready-built apartment complexes from private contractors in 1984.

Completing the deal on these sites has typically taken less than 12 months, and for a comparable price has included several amenities not normally found in MilCon projects, such as swimming pools, tennis courts, tot lots, playgrounds and clubhouses. The challenge then is to

bring older MilCon sites up to this standard.

"Some of our largest plans are to take some of the older units that we have from the '50s, and go in and rebuild," McCarty said. "With a new site layout we could build the houses differently, increase the playground area, increase some of the other amenities and upgrade those units to more modern housing."

The housing offices in all three areas have contracted to develop community master plans, which include suggestions on how to modernize existing units. "We're approaching this from a 'what do we need?' aspect, then looking at what we can do within the funding level. We don't know exactly what funding we're going to get at this point," Bates said.

"We need to have our plans in place," she added. "If we can't do it all right now, maybe we can do it

several years from now. With the downsizing of the Navy we should try to meet the quality of life issues in regards to Navy family housing worldwide."

Norfolk's housing plan includes improving customer service by extending operating hours of offices usually closed on evenings and weekends. The new Welcome Center located in Norfolk's JANAF (Joint Army Navy Air Force) Shopping Center has already extended its hours to all-day Saturday. Norfolk's very successful Welcome and Housing Departure Centers have caught on in the fleet, prompting San Diego and Pensacola to consider creating such centers.

The Public Works Center (PWC) in Norfolk now accepts maintenance request calls from residents after normal working hours.

"We want to do a better job serving our customers," Bates said.



"It doesn't do the service member any good if we're only open when he or she is at work. We can implement some changes immediately at little or no cost.

"The philosophy is 'quality people, quality facilities,' so that we have the very best for the people who remain on active duty. The biggest compliment we could get when we finish is to have a civilian walk in and want to rent one of our units because it looks just like civilian housing," Bates added.

Norfolk's comprehensive plan includes all Navy family communities including Little Creek, Oceana and Dam Neck. PWC Norfolk is submitting project proposals independently of neighboring bases. The Norfolk housing areas specifically targeted for the Neighborhoods of Excellence revitalization plan include the Carper and Hewitt apartments; ACT (Allen, Capehart and

Torgerson communities); Armed Forces Staff College; Ben Moreell; and Willoughby. These units, some more than 50 years old, are managed by the PWC's housing office, and not all are located directly on the installation. In April the Norfolk Naval Shipyard housing in Portsmouth, Va., was added to Norfolk's agenda.

Residents can voice their opinions about renovations at monthly community association meetings. A quality-of-life council — composed of the presidents of the community associations, security, recreation services and housing members — is also available to residents. A big chunk of the program rests on residents keeping their neighborhoods looking like showplaces.

"One of our initiatives is to expand our self-help operation, pride of ownership and trusting residents to do more. We'll hold classes to teach young families in Navy hous-

Safe playgrounds are important to Navy parents. Navy housing's Neighborhoods of Excellence program strives to provide children with clean and crime-free recreational areas.

ing how to take care of their homes. We don't expect them to get on a ladder and repair the roof," Bates said, "but they can paint or tighten a loose hinge. We are currently developing a preventive maintenance program to maintain communities once revitalization is complete. But the money has got to continue to flow to support the program."

Pensacola offers a similar program called the "Self-help Academy." The academy, located in the housing office, offers a complete functional kitchen, mock displays of internal components, a hot water heater, a commode, a fuse box and other household items for regularly scheduled classes. The instructors demonstrate what to do when something

goes wrong. This type of instruction reduces the number of "trouble calls" placed and reduces maintenance costs.

However, government quarters aren't always readily available. Families need a place to live while on the waiting list. Nearly 16 percent of Pensacola's married service members live in military housing. The remainder live on the economy. With those statistics in mind, the housing office devised an initiative to assist sailors in finding quarters off base — the Volunteer Realtor program.

Realtors in the Pensacola area provide full-time volunteer services to the housing office using customers' requirements, — rent payment, length of commute, number of bedrooms, number and type of pets. Realtors access the Multiple Listing Service (MLS) computer system and provide house-hunters with a list of every home, townhouse, duplex, condominium, apartment or mobile home available. Realtors are also available to assist military families with questions regarding VA, FHA or conventional financing.

"We are here to help them with their housing needs," said Mike Brunet, a volunteer realtor. "We're not here to push buying property; we're here to provide information and to take the stress off of finding a place to live." These volunteers serve more than 1,200 customers a year.

"The volunteers have been well received," said Linda Barchett, Pensacola's personnel support division director. "There was a lot of hesitation when this program went into effect, but we haven't had any problems."

According to Aldridge, Pensacola has succeeded by thinking in futuristic terms.

"The Pensacola housing directors have been mindful of what changes we should make to provide adequate housing for our service members,"



he said. "We looked to see if we had enough housing. We didn't. So, we are building 300 new houses on a build-to-lease or 801 program."

Under the 801 program a contractor builds and maintains the property, and the government leases the houses for 20 years, after which the government has the first option to purchase the property.

Mariner Village, the 146-acre 801 project to be constructed at Pensacola, will have 300 single-family dwellings and will be situated close to the base. Each unit will be constructed of brick and vinyl siding and include a garage. The site will have three lakes, nine playgrounds, ballfields, basketball courts, a jogging trail, a recreational vehicle storage facility and a community center.

"The nice thing about new construction of these single-family homes is that all the considerations are available such as a community center, tennis courts, playgrounds, jogging trails — everything you would want in a community you would like to live in," Aldridge said. Under the Neighborhoods of Excellence program, Pensacola has prepared improvement projects that will modernize all family housing assets in Pensacola, to begin in FY94.

An elementary school has also been built in that area, but not just

Mike Brunet (left), a volunteer realtor in the Pensacola area, counsels Marine couple Frank and Debra Fuller during their house-hunting efforts.

because of the 300 new Navy units. The school board realized it didn't have enough schools in the area long before the funds became available for new Navy housing. According to Aldridge, "The timing was right with what was proposed by the school board."

Many of the programs proposed in the Neighborhoods of Excellence have already been implemented by Pensacola, including the volunteer realtor, electric deposit waiver, self-help academy and adopt-a-playground programs.

All housing officials agree that if sailors are provided quality homes, they'll take care of them. The housing directors of the three housing locations want to try to improve the image of Navy housing through the Neighborhoods of Excellence program, and that's what NavFac- Eng-Com is committed to doing. For now, Bates, Brown and McCarty feel their housing areas will be appropriate models for anyone who wants to take a peek at what's new in Navy family housing conveniently located on all three coasts. □

Price is assigned to USS L.Y. Spear (AS 36). Bashore and Annis are staff writers for All Hands.



"It's the right thing to do"

Single sailors get better barracks

Story by JO1 Steve Orr and LT Dennis Burt

The young seaman, tired after a cross-country journey from a West Coast 'A' school, pockets a piece of paper with a temporary barracks room assignment and walks through the glass double-doors of a World War II era building. Dropping his seabag to the floor, the sailor stares in disbelief.

Instead of the typical tiled floors of a barracks quarterdeck, there is a paneled lobby which sports wall-to-wall carpeting and plants. The traditional quarterdeck has been replaced by a hotel-style front desk.

Next to the lobby are three comfortable lounge areas. In one room, barracks residents watch a movie on cable TV on a large-screen television. Across the lobby, several sailors study for upcoming rating exams as music plays on the lounge's stereo system. In the third and largest lounge, sailors joke and laugh as they play billiards and video games.

The weary seaman isn't dreaming. His assigned barracks is typical of several older buildings now undergoing extensive renovation at Naval Station Norfolk. The rehabilitation of quarterdeck and lounge areas is just the first major improvement in barracks living that was initially envisioned by CAPT Raymond P. Conrad, commanding officer of Naval Station Norfolk, and his staff.

When Conrad took command of Norfolk's Naval Station in July of 1990, a tour of existing barracks facilities convinced him that improvements in many of the buildings must be a top priority. "I discovered that of 17 bachelor enlisted quarters (BEQs) on the base, 11 were



built before 1942; they were built before I was born," recalled Conrad. "Only two of the 17 had been built in the last two decades."

Conrad consulted his staff civil engineer and billeting officer and looked at construction projections for the planned replacement of the older buildings. "We are looking at projected construction that was already pushed back until the mid-to-late-'90s," he said. "I looked at the plan and decided we couldn't wait until the end of the century to do something about the barracks at Naval Station Norfolk."

What followed was an aggressive, innovative and ongoing program, dubbed "Project Upgrade," to renovate many of the oldest buildings. Conrad admits his motives for the project were straightforward yet simple.

A hammer, nails and a sailor mean more comfortable surroundings for the temporary residents of Naval Station Norfolk's transient barracks as part of a rehabilitation program for the old building.

"We run what roughly amounts to a 5,000-bed hotel, including the bachelor officer and bachelor enlisted quarters (BEQs)," he said. "We decided our long-term goal should be that when someone checks into one of our barracks, it should be like checking into a civilian hotel."

To meet this goal, arrangements were made to purchase new furnishings such as desks and mattresses, and to begin cosmetic and structural repairs to the aging barracks. "We made a priority list of buildings to upgrade and came up with a list of seven older buildings," Conrad said.

"Using this list as a guide, my staff and I came up with a three-phase plan."

Phase one is aimed at improving the appearance and habitability of a building's common areas, including the entrance, lounges and passageways. "These are the areas a sailor sees first when entering the barracks. They are the areas that make a first impression," said Conrad. "We want to fix those places first so that people can have a nice, comfortable atmosphere in which to relax."

Phase two involves the upgrade of head facilities. "During a period of 50-odd years, a lot of things have been done to improve the plumbing and many of the fixtures in our barracks' heads," Conrad explained. "However, we feel several more improvements are still needed, such as individual shower stalls and better sink fixtures."

Phase three plans for an extensive facelift of individual rooms and semi-open bay barracks areas.

In researching the project's feasibility, Conrad's staff traveled to nearby Langley Air Force Base to study a similar program already in place there. "We were looking at how the Air Force had their barracks set up," recalled CDR Ann Kanuck, who served as Conrad's billeting officer at the beginning of Project Upgrade. "While there, we focused on how they were using the self-help concept to maintain their buildings."

"We originally imported two Air Force sergeants to advise us on how to proceed on plans we'd already drawn up," Conrad said.

"We felt we could buy the construction material we needed fairly inexpensively, but we couldn't afford to have outside contractors or public works come in and do the actual work for us."

Transient sailors working in Project Upgrade learn practical construction skills.

Although the naval station at Norfolk has a construction battalion in residence, the decision was made to look elsewhere for Project Upgrade's work force. Naval Station Norfolk's Transient Personnel Unit (TPU) was approached with the idea of using sailors on medical hold or awaiting separation to make needed repairs and renovations to the old barracks.

"We were told they needed volunteers — real hard-charging supervisors," Engineman 1st Class Mark Grady said. Grady, along with Signalman 1st Class (SW) Richard Goodchild, Builder 2nd Class Terrence Greenlaw and Utilitiesman 2nd Class McKeithan Jones, all from Naval Station Norfolk's TPU, volunteered to form the core group of Project Upgrade. These experienced petty officers were placed in charge

of training and supervising the transient sailors involved in the extensive project.

Using transient sailors for such a complicated job proved to be a challenging proposition. Most people are part of TPU for only a short time and few of those working on Project Upgrade are trained in the sort of skills needed to rehabilitate the barracks. Additionally sailors awaiting separation from the Navy are frequently more concerned with their out-processing than with their daily work. Others on medical hold have physical limitations on the sort of work they can do. Since Project Upgrade is a pilot program, there is no how-to book or guide to follow.

"It's an interesting experimental work force," Kanuck admitted. "There is no way to know from day

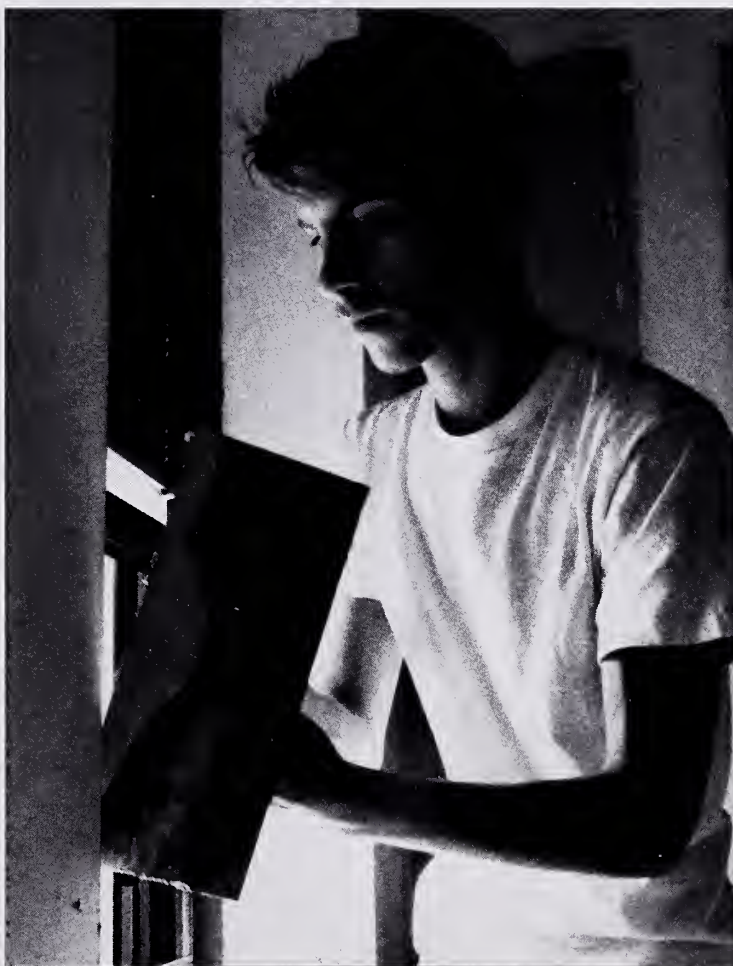


Photo by OS2 Steven Walkup

to day how many people will be available to work. There are days when three people would be assigned to the upgrade, and two of them are the supervisors. Other days there could be 15 to 20 people on site. Much of the time, it's either feast or famine."

The petty officers who act as supervisors note that sailors who come to TPU expecting to do routine grounds-keeping work are often excited to be doing something more permanent.

Sailors on medical hold may be in the unit for months and are sometimes trained to assume supervisory positions. According to Grady, some of those awaiting separation often experience a change of attitude and display enthusiasm in the construction environment. "Some of these guys have something to prove to themselves," he said. "We have to lead these guys back sometimes."

Transient sailors who find themselves assigned to Project Upgrade are taught to use many types of carpentry equipment and learn to hang wallpaper and paneling. "The skills we learn working in these barracks are skills we can use in the civilian world," said Boiler Technician 3rd Class Martin Adair. "We get to work at our own pace. The job we do here is more rewarding than some we could be doing for TPU. It sure beats picking up cigarette butts from the side of the road."

"Most of the sailors who transit through our TPU have either medical problems or discipline problems — that's why we have them," Conrad noted. "Our project supervisors teach them the skills to accomplish our goals. Many of the sailors we've had go through here have said, 'Thanks, we've learned something we can use later on.'"

"You have to believe in the goodwill and good nature of the individual," Conrad continued. "It also helps to have some pretty special



Top: In years past sailors might have had to leave the barracks to shoot a friendly game of pool but since the renovation a game is just down the hall. **Right:** One unique aspect of *Project Upgrade* is the use of transient sailors to complete renovations.

guys supervising the project. They don't just stand around directing traffic; the supervisors are in there working just as hard as anyone else."

From the beginning, safety and teamwork have been top priorities, and the experiences of incoming TPU sailors are used whenever possible. "When we run into a problem, we get everyone together," said Greenlaw. "It's not always the guys in charge who come up with solutions."

Using transient sailors in this type of self-help project has helped breathe new life into some of the Navy's vintage buildings which were originally temporary structures. Conrad estimates the usefulness of barracks built before and during World War II is being extended by 10 years or more. One structure, designated E-26, served as



the test platform for Project Upgrade. Lessons learned during its renovation will be applied to other barracks on the rehab schedule.

The target areas for the first phase include passageways, lounges, ladder wells and other common areas. E-26, like other barracks on Naval Station Norfolk, had been used hard and needed extensive work to meet the livability standards required by Conrad and his staff.

"We had one big lounge area that needed a lot of work," recalled Goodchild. "We painted it and divided it up into a vending machine room, an office, a pool room and a phone lounge."



Photo by JO1 Steve Orr

lence Upgrade program (FixUp), designed to improve the quality of life for sailors ashore.

A major benefit of Project Upgrade is the estimated savings of more than \$1 million using the self-help concept. "I did not go into this with the idea of saving military construction dollars," Conrad said. "I went into this with the idea of knowing that these 40- and 50-year-old buildings had to last another decade."



Photo by JO1 Steve Orr

Top: Building E-26's traditional quarter-deck was converted into an eye-pleasing reception lobby during the first phase of the upgrade. Above: One of the Naval Station's oldest structures, the transient barracks served as the starting point for Project Upgrade.

The second and third phases of Project Upgrade continue in E-26, and renovations are now underway on other barracks around Naval Station Norfolk.

Project Upgrade is also a good example of Commander-in-Chief Atlantic Fleet's Installations Excel-

"Using common sense and good planning, [the work force] has made the common areas of the BEQs easier to maintain and cheaper to repair," said Senior Chief Electronics Technician (SW) William Dunne, the assistant project director. "Because of the need to train transient sailors and the rapid turnover of the work force, work done by the project does take longer to complete. But a sailor costs one third of what a civilian worker would, and he gets paid whether he's working on the project or not."

According to Dunne, using transient sailors to complete the barracks renovations has resulted in quality workmanship. "You put a fireman and a signalman together and hand them a hammer, they turn into builders," he said. "Their work is better and higher quality than the work of some of the contractors. You can't buy the pride that goes into this kind of work with a contract."

"What has impressed me," said LCDR Lisa Curtin, the executive officer of TPU Norfolk, "is the leadership of the permanently assigned petty officers in directing the transient labor, and the kind of quality work that has resulted. I never expected to see such top-notch work. They could compete with the kind of finished work I've seen carpenters produce in custom homes."

As Project Upgrade progresses, it continues to pay off in other ways for Naval Station Norfolk. The self-help program was a major contributing factor when the Atlantic Fleet command won first place in the FY91 Admiral Zumwalt Award competition for excellence in billeting. Project Upgrade also helped Naval Station Norfolk earn the nomination for the Bronze Hammer award for self-help programs.

"Winning the Zumwalt Award meant that the idea to launch a program and make our own improvements, using the self-help concept, was one that not only made sense, but was the best way to improve our ability to meet our customers' needs," Conrad said. "Looking back at what we've accomplished in the past two years and what we have planned for the future — I'm convinced it was the right thing to do."

Orr is assigned to NIRA Det. 4, Norfolk. Burt is public affairs officer, Naval Station Norfolk. Walkup is assigned to the Norfolk BEQ.

Sailing the heavens

“... The world was divided
into those who had it and
those who did not. This
quality, this *it*, was
never named . . .”

— Tom Wolfe



Story by PH1(AW) Joseph Dorey

Somewhere over Africa, 225 miles high, NASA's newest space shuttle, Endeavour, carefully approaches a marooned satellite. Perched on a 50-foot robotic arm as the shuttle orbits the earth at 17,000 mph, Navy astronaut CDR Pierre J. Thuot, armed with a 15-foot "capture bar," inches his way toward the silent monolith.

Inside the shuttle, Endeavour's commander, Navy CAPT Daniel C. Brandenstein, maneuvers the craft to within 10 feet of the errant Intelsat VI communications satellite. Thuot reaches to attach the bar to the satellite, but it doesn't catch. The slightest nudge sends it spinning off to the right.

"Oh man, can you get back to it?" Thuot asks.

"Gonna be pretty tough with that [spin] rate," replies Brandenstein.

"Hardly touched it," Thuot returns. After further attempts make the satellite's spin worse, Brandenstein decides to back off.

"We've got to get away from this thing," he tells mission control. "I don't think there's any way we're going to get it. We wish the home team had won today, but there's always tomorrow."

Three days later, Thuot is back on the robotic arm for a third and final attempt at rescuing the satellite. Out in the payload bay with him are two crewmates making an unprecedented three-man space walk. Again Endeavour's commander positions the shuttle under the satellite. The astronauts are evenly spaced below it, ready to reach up with their gloved hands to grasp the uncooperative behemoth.

"Real easy, guys. Real easy," warns Brandenstein as the satellite moves into position.

"I think this is it!" exclaims one of the space walkers. "I can reach. Yeah, I can reach."

"Okay, I can touch it with my left hand," informs another. Simultaneously all three grab the satellite.

"Houston, I think we got a satellite," Brandenstein tells mission control.



Above: Intelsat VI floats over a blue and white Earth as Endeavour crewmen prepare to capture the errant satellite. **Left:** Flight director Granvil A. Pennington watches a large monitor at mission control in Houston as Navy astronaut CDR Pierre Thuot attempts to lock onto Intelsat VI. **Opposite page:** In launch pad 39B's white room, Thuot (left) and mission specialist Rick Hieb prepare to enter Endeavour for launch.

Much of the nation watched Endeavour's dramatic satellite rescue May 13, 1992, on live television. But this was not the first time that Navy astronauts have distinguished themselves in NASA's space program.

Starting with America's first man in space, Alan B. Shepard Jr., the

Navy has provided 42 astronauts to the space program. In 1959, then-LCDR Shepard was selected as one of the original seven Mercury astronauts along with LCDR Walter M. Schirra and LT M. Scott Carpenter. There are currently 15 Navy officers in the astronaut program.

For CAPT John O. Creighton, 49,

the Mercury program was a definite influence in his decision to pursue a NASA career. "I've always wanted to fly," said Creighton, who was selected as an astronaut in 1978. "When I was in high school the Soviet Union launched the first *Sputnik* [satellite] and shortly thereafter Shepard and [Yuri] Gagarin went into space. It planted a seed that this was something I might like to do someday."

Thuot, 37, became interested in NASA during the Apollo project of the late 1960s. "I remember sitting there watching TV when Neil Armstrong stepped out on the moon.



Chills ran up my spine," Thuot said. "I thought, what a great job to be able to fly to distant lands and visit exciting places."

Although selected for the astronaut program as a mission specialist in 1985, Thuot did not get into space until 1990. The Endeavour mission was his second space flight — one for which he trained almost two years.

But even after that two years of intense preparation, Endeavour's rescue mission was jeopardized because of natural forces that cannot be reproduced on earth.

One reason he had trouble capturing the satellite, Thuot said, was because training in the earth's gravity of one "G" does not simulate the weightless environment of space very well. In Houston, astronauts use an underwater trainer which only gives them neutral buoyancy, the closest they can get to weightlessness on earth.

"Underwater training is very good for many tasks, but not everything,"

said Thuot. "In order to move your hands in the water, it takes a considerable amount of effort because you have to push all that water out of the way. To stop takes no effort; the drag of the water stops you. In space it's just the opposite."

Pushing gently on a mock-up satellite on earth in an air-bearing floor trainer does not move it very far, Thuot explained. But as he found out, pushing even slightly on the satellite in space caused it to move away easily.

"We had a false sense of security when we touched the satellite," Thuot said. "In our training it wouldn't move away because of friction. So the first attempt [at retrieving the satellite] was really the first day of training."

In space the satellite maneuvered more like a Macy's parade balloon than a 9,000-pound metal hulk.

"It was actually pretty easy," Thuot said about handling the satellite. "As I put my hands up to stop it, I thought the other two guys had actually stopped it because I hardly put anything into it."

It was a good thing that little effort was needed to hold the satellite because the three of them had to

hold it for about 90 minutes before it was attached to the robotic arm. "It didn't really seem like we were holding it that long because we were constantly getting comments from the guys inside, 'Hey, it's leaning your way a little bit,' and 'Push up on your side,'" Thuot said.

Part of that time was spent waiting for the sun to come back around. "We didn't want to do anything at night," said Thuot. "We couldn't tell the satellite's attitude that well so we just sat there, [and let] one whole night pass, which is about 35 minutes, and waited."

They finally redeployed the satellite by the end of their eight-hour, 29-minute space walk, a world record.

As for space walking while traveling 17,000 mph, Thuot said he doesn't really feel the speed, and the visual perception is not unlike flying an airplane.

"You can sense motion when you look at the earth and see the clouds go by," he said. "The clouds go by just a little bit faster than they do in an airplane. That's because you're much farther away and traveling much faster."

"What gets you is going over land



masses. You know the size of that land mass, and you know you're going over it at five miles-per-second."

And what if an astronaut came loose while on a space walk? "If you're pushing and your tether breaks, the force you were pushing with would determine how fast you'd move away," Thuot said. "If you're pushing at one foot-per-second, that's what you'd separate at."

While 50 miles above sea level has been arbitrarily termed "space," the shuttle often orbits much higher — between 200 and 300 miles — and it gets there in a hurry. From launch pad to orbital velocity takes only eight and one-half minutes.

CDR James D. Wetherbee has been a Navy astronaut since 1984. Prior to that he flew with an F-18 squadron, which he believed was the best job in the world.

"I was thinking to myself, there's nothing else I want to do other than fly F-18s off of ships. Then I got picked up by NASA. Now there's nothing else I'd rather do," he said.

Wetherbee has piloted a shuttle just once but was duly impressed with the launch.

"It's amazing the power that the

vehicle generates, just incredible," Wetherbee said, recalling his 1990 flight. "It's interesting that from about three miles away, it looks like the shuttle is climbing very slowly. You watch a launch on TV and it also looks like it's climbing very slowly and stately. . . . Sitting in the vehicle is a lot different.

"From the instant the solid rocket boosters ignite, you get a sense of speed," Wetherbee said. "The vehicle is shaking and accelerating right from the launch pad. And it just keeps on going and the acceleration just builds more and more and more. . . . By the time the main engines quit after eight and a half minutes, I was really surprised that we weren't halfway to Mars."

There is not much time for sight-seeing during the launch. Wetherbee spent most of his time watching the various instrument displays, insuring all the spacecraft's systems were operating correctly.

"You can see peripherally that it's getting dark — that you're in space," he said. "Once you achieve orbital velocity, there's a little bit more time to look around and sense what's going on.

"Things in space look very, very

clear. It's almost unreal. I can remember seeing the moon for the first time up in space. It looked so bright. It looked closer than it does on earth. Now obviously it's not. At 160 miles up, we were only fractionally closer. But the moon is so bright in space because there's no atmosphere to absorb any of the light."

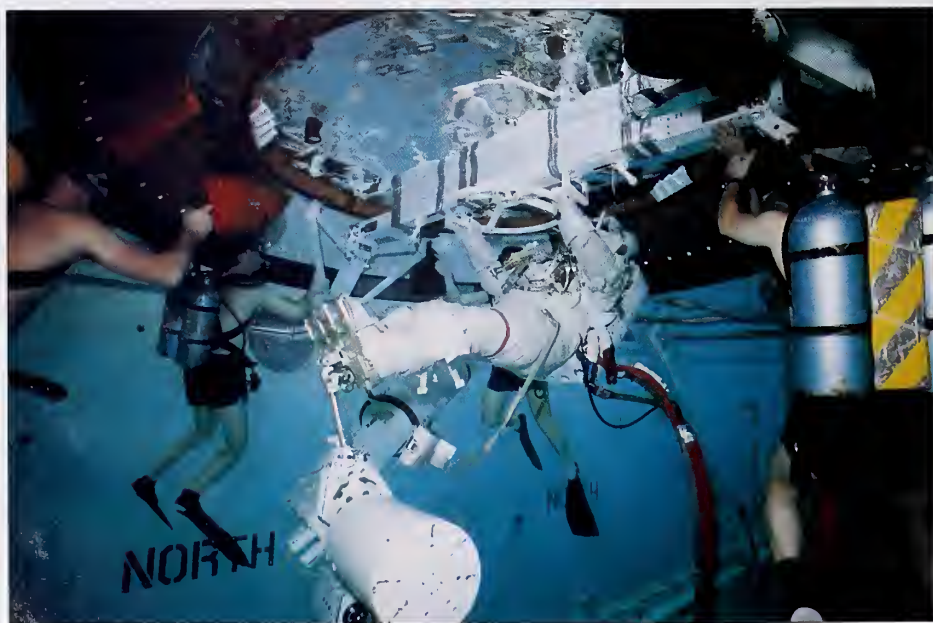
Creighton, a 1966 Naval Academy graduate, has flown on three shuttle missions, the last two as shuttle commander. Between the differing inclinations and altitudes of his flights, Creighton has flown over virtually the entire globe, but "the first flight is the most memorable, just because it's the first, and everything is new," he said.

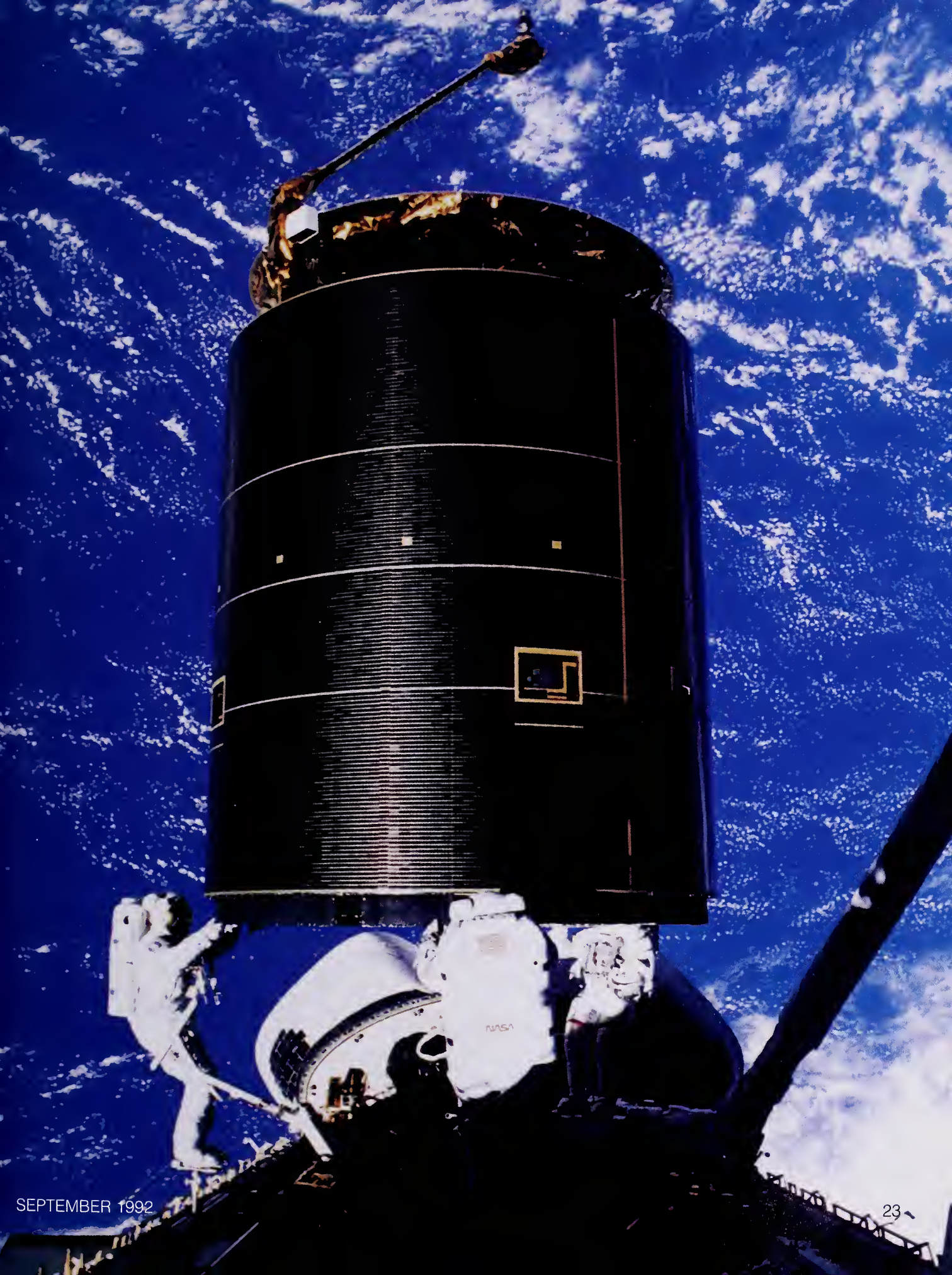
When they have some free time, observing the earth below is popular among the astronauts, according to Creighton, who has seen it at altitudes ranging from 100 miles to more than 300 miles. "I felt very fortunate to go on a low altitude orbit to see a lot of the detail and a high altitude to see the overall panoramic view. . . . I never get tired of watching the world go by," he said.

Another interesting aspect of space travel is weightlessness. Creighton explained what a strange sensation it is initially, and that two out of three astronauts experience some symptoms of space sickness.

"As we've been raised down here," Creighton said, "our eyes and our inner ear and the seat of our pants all tell us one thing. You get up in space and your eyes are telling you one thing, your inner ear is telling you something else and the brain doesn't know quite how to interpret this signal so it goes 'tilt' and lunch comes up sometimes."

Left: Thuot, outfitted for operations outside the shuttle, trains for the satellite rescue in the Johnson Space Center's weightless environment training facility, assisted by NASA divers. Opposite page: Thuot, Hieb and Thomas Akers successfully capture Intelsat VI.







Wetherbee admitted he felt a little uneasy on his flight. "It certainly wasn't as bad as the initial sickness I had when I first went out on an aircraft carrier," he said. But after a day or two, life in zero gravity begins to get interesting.

Instead of climbing up and down ladders, astronauts float down them head first. Below the flight deck there is enough room to do some tumbling and flips, so "everybody goes down there and does that to get it out of their system," Creighton said.

"You've spent years in the simulator having to climb up and down that darn ladder between the mid-deck and the flight deck. Now you just float up and down. And when you're having a meal and somebody says 'pass the salt and pepper,' it takes on a whole new meaning up there. You just sort of float it over to them. It just becomes fun."

One experience that is not fun is playing the waiting game before a launch. In February 1990, Creighton and his crew were delayed 10 days because of problems with the orbiter systems and the weather. For that mission, they spent five and one-half hours cooped up in their seats on several occasions.

"It's very uncomfortable [waiting in the shuttle]," Creighton said.

"You're lying in a pressure suit which is hot. You're lying on a lumpy parachute, and you start to feel your pressure points."

On one attempt of that launch, they were down to about two minutes before lift-off when they had to abort. "There was quite an emotional letdown," Creighton admitted. "When you go out to the launch pad, you're never guaranteed that you're going to launch. But normally if you get close enough, inside of five minutes when they start the APUs [auxiliary power units], you can be pretty sure that you're going to go."

The shuttle commander is the first one to get strapped into the spacecraft. It can take an hour before the rest of the crew is ready. Creighton said there is not much for him to do before launch except occasionally throw a switch and make a few communications checks.

"So you just lay there and squirm, trying to get comfortable, and tell one another jokes," Creighton said. "About the time you hear, 'start the APUs,' then it gets pretty quiet in the cockpit. Everybody sort of prepares themselves in their own way — says a silent prayer or whatever."

"Then the time goes by quickly until you hear someone saying '10, 9, 8, 7,' — that's about the last thing you hear. The main engines are lit,

and the noise gets so loud that you can't hear the countdown. It seems like a long time between the 6 and a half seconds when the main engines light and zero.

"You've been lying there in a very quiescent state for three hours, and all of a sudden these engines light and the whole vehicle starts rumbling and shaking, and you can't believe that you're still being held to the ground."

"As one of my crew members said, 'When those solid rocket boosters light, there's no doubt that a significant event has just occurred in your lifetime,'" Creighton said.

When the astronauts come back to earth there are often some adjust-

Left: CAPT John O. Creighton selects refreshments while aboard Atlantis in March 1990. Below: Endeavour makes its first landing at Edwards AFB, Calif., following its successful nine-day mission. Opposite page: CAPT Daniel C. Brandenstein (center) inspects on-board equipment with fellow astronauts, including CDR James Wetherbee (2nd from left) prior to a January 1990 mission aboard Columbia.



ments to be made after the weightlessness of space. Wetherbee compared it to getting his "land legs" back after being at sea.

"It's kind of a weird adjustment," said Wetherbee. "It's not that you have lost your muscular strength, you have lost the memories of how

tightly you must squeeze a book to lift it, or how tightly you need to squeeze a glass of water."

Sometimes just walking creates a problem after returning from space. "You tend to forget how fast you're walking or how tightly to make a corner," he said. "A couple of times

I bumped into a hatch with my shoulder because I forgot I needed to go a little bit farther. You need to use a little more energy when you're propelling your body around down here than you do up in space."

Of course the space program was set back by the 1986 Challenger accident. Wetherbee believes the program is now safer than it was but still holds its share of danger.

"It took a long time to get back on track after Challenger," Wetherbee said. "We needed to change a lot of things.

"But I don't want to give you a false impression. Everyone needs to understand there are certain risks and we try to manage those risks. There's risk in just about every aspect of life. There are risks landing planes on ships in the ocean at night. But you'll never make advances if you don't assume a certain amount of risk."

An astronaut for eight years, Wetherbee still considers himself a "new guy" with only one flight. He is scheduled to command Columbia for his second flight in October.

"I don't think it's frustrating," Wetherbee said about the long wait between flights. "It's so rewarding when we do [fly], that it's worth the wait."

One of those rewards is the great appreciation astronauts get for the fragile world we all live in.

"You realize that what somebody's doing in one country affects people all over the world. When you look at a map, there's always lines that show the differences between countries," Thuot said. "In space you don't see that. You realize that there are no real boundaries between countries.

"The world's going to be here forever and ever — regardless of what we do. But we may not survive if we don't take care of it." □

Dorey is a photojournalist for All Hands. Photos courtesy of NASA.



Melting the ice



Americans celebrate their independence in a newly independent state of Russia

Story by JOC Keith V. Lebling, photos by CWO2 Tony Alleyne

The Fourth of July is usually a day filled with picnics, celebrations and fireworks across America. But Independence Day this year was extraordinary.

It began with an event that underscored its significance: a Russian navy band played the U.S. national anthem as the American flag was raised at colors.

Two U.S. Navy ships, USS *Yorktown* (CG 48) and USS *O'Bannon* (DD 987), were in Severomorsk, Russia, for Independence Day. They

were on a five-day port visit to this home of the Russian Northern Fleet, about 95 miles north of the Arctic Circle.

It was the first U.S. Navy visit to Severomorsk, the first time U.S. ships have been to the Kola Peninsula since 1945, and the first U.S. Navy port visit in Russia since the break-up of the Soviet Union.

The people of Severomorsk provided a warm reception for the Americans, in spite of freezing temperatures and incessant rain.

"After years of seeing them in a certain way," said *Yorktown*'s Command Master Chief Fire Controlman (SW) Curtis Cook, "to walk in there and see them kind of open up their arms and say, 'Welcome to our country,' it was completely different than what I thought I would see."

"I had always perceived them as the enemy," Intelligence Specialist 1st Class (SW) Rick Beaber said. "They didn't have a family or homes and relatives, they were just the enemy. Now that I've been in their



Opposite page: A USS *Yorktown* crewman snaps a photo of his shipmate FC2(SW) Vince Doss and four new Russian friends during the Severomorsk visit. Above: RADM Scott Redd, commander of Cruiser-Destroyer Group 12, is welcomed in traditional Russian style with an offering of bread and salt. Left: A Russian sailor salutes his American counterparts.



Capt. 3rd Rank Aleksandr Ivanov. "Our ships are similar; they are equipped in a similar manner. The officers and sailors are similar."

Seaman Sergey and Lynda Filimonov visited *Yorktown* immediately after exchanging marriage vows, still in their wedding clothes. Sergey said they came because it "will be a great memory for the rest of our lives."

One of the more popular activities ashore was the Seafarer Program, in which Russian families could host sailors in their homes for the day.

"The couple we met was right about my age," said Seaman Darren Bailey. "They showed us around town and took us out to his ship, took us out to eat and dancing. They kept saying that they were happy to see us, and they hoped that we could come back. They were more friendly and outgoing than the people in any port I've ever been to."

"It's a lot different when you're actually up close and personal, talk-

ing in broken English and Russian, finding out how similar to us they really are," said Midshipman 2nd Class William Gotten, a Naval Academy junior on his summer cruise.

"This is the first time I've seen Americans face-to-face," Ivanov said. "I think our contacts should continue. It will be very healthy for both of our countries to know each other better."

"In school we were taught that the Russians are stone-faced, cold, untrusting," said Storekeeper 2nd Class Sturet Deckner, "but they're totally different. I've never before felt this welcome in any port."

The Russian navy also hosted many American sailors on tours of their ships and installations. For many, it was the first time they had seen in real-life, ships they had studied in photographs for years.

"I've learned a lot about their ships," said Electronics Warfare Technician 3rd Class Thomas A. Gibson, "and it was pretty important for me to go there. They're very open to Americans. They want to be our friends."

Chief Cryptologic Technician (Interpretive)(AC) Jon Schmidt said, "They wanted to show us that they are in earnest about leaving the past behind."

Several sailors from both *Yorktown* and *O'Bannon* took the opportunity to reenlist aboard the Russian battle cruiser *Ushakov*, formerly the *Kirov*. EW1(SW) Richard Amaral even gave up part of a reenlistment bonus to ship over early aboard the huge nuclear cruiser.

"Since I've been in the Navy I've been taught about the *Kirov*," Amaral said. "She's beautiful; she's intimidating; she's fantastic. She's a great warship. It's a great privilege to be aboard and to reenlist here."

"It was something," said EW3 Dunivan Matthews, "to stand in the wardroom of a major Russian warship while their band played 'The

homes, I realize that they're very friendly people."

"We have been friends at sea. Now we are friends ashore," said Rear Adm. Yuri Ustimenko, commander of the Northern Fleet Surface Squadron and host for the visit. More than 23,000 Russians came aboard the two U.S. ships over four days of general visiting.

"The discipline aboard the ships is about the same as aboard ours," said



Left: Former rivals at sea exchange sea stories while Russian sailors get a first-hand look at a U.S. warship. Below: Despite hard economic times, Russian hospitality was gracious as SK1 William Jones and SK2 Sturet Deckner have dinner with Russian navy Capt. 2nd Rank Anatoliy Leonov (3rd from left), his family and Russian navy Capt. 3rd Rank Aleksandr Ivanov.



Star Spangled Banner.' I'll never forget that as long as I live."

The visit was full of shared activities with the Russian navy, including a wreath-laying ceremony at a monument to the Defenders of the North; and sporting events between Russian and American teams.

Divine services were held by a U.S. Navy chaplain with local clergy. "I served with a local priest for about 50 Russian sailors who I was told came to church for the first time in their lives," said Russian Orthodox Chaplain Jerome Cwiklinski, "and they liked it."

The visit was capped with a Fourth of July picnic for more than 2,000 people, including some 1,200 Russian citizens.

"Congratulations on the birthday of your country," Inna Yevdochenko told her new American friends. Capt. 1st Rank Aleksandr Veledeev added, "I hope that someday we, too, will have a holiday to celebrate our independence."

The Americans cooked hamburgers, hot dogs, barbecued chicken, and toys were distributed to Russian children courtesy of *Project Handclasp*. One of the highlights for the

Russians was an exhibition softball match between *Yorktown* and *O'Bannon*, decided in favor of *O'Bannon*.

"We did not know each other before," Capt. 2nd Rank Anatoliy Leonov said. "But we both have the same concerns. We have similar wives, similar children, we live in similar homes. In my opinion, there is no difference."

"Growing up, we could never judge the Russians because we never had very friendly relations with them," said Midn. 2nd Class Kim Uhde. "But now, to go over there and actually be in Russia, talking to people that were our major enemies just a few years ago — how could I ever go against these people?"

"This is the dream of a lifetime," said Navy Counselor 1st Class (SW) Linwood Martin. "I can tell my children about what life is like in Russia, and hopefully Russian parents will tell their children about us so our children won't grow up being afraid of each other."

"Many historic events have taken place here," said RADM Scott Redd, commander, Cruiser-Destroyer Group 12 and senior U.S. Navy officer aboard. "But more than the statistics involved, the things that we will take with us are memories of the warmth and hospitality of the Russian people."

Rear Adm. Ustimenko summed it up when he said, "We hope you will remember that, although there is ice in Severomorsk in the summer, there is only warmth in the hearts of the Russian people."

Lebling is assigned to Commander Second Fleet. *Alleyne* is assigned to USS Dwight D. Eisenhower (CVN 69).

Going “home”

An American visits his CIS roots and delivers aid to residents

Story by JOC(SW) Gregg L. Snaza

LTJG Ilya Poluektov only knew what life was like in his ancestral land from stories told by his Russian parents, Margarete and the Very Reverend Alexey Poluektov of Forestville, Calif.

Born in California July 19, 1966, Poluektov grew up speaking fluent English and Russian — his only tangible tie to the country that was viewed by many as America's primary adversary. Poluektov concedes he never really gave much thought to what life was actually like in Russia; realistically, his chances of going to the Soviet Union were as remote as those of any other child growing up in America. But today, relations with the countries of the former Soviet Union are much more cordial, and Poluektov's interest in his parents' homeland is at the forefront of his attention.

In February he returned from his fifth trip to the country he only heard about while growing up. At the age of 25, he is also a vital link in bridging the gulf that separated the two superpowers. Building bridges is, to Poluektov's way of thinking, much more productive than preparing to destroy them.

Assigned to DoD's On-Site Inspection Agency (OSIA), Poluektov travels to Votkinsk in the former Soviet Union to monitor the Machine Building Plant. His missions are spent making sure that treaty-banned weapons are not re-introduced into production.

Although Poluektov's visits to the former Soviet Union are usually in support of the inspection teams, his most recent visit wasn't treaty-related, nor was it meant as a measure to ensure the Commonwealth of Independent States (CIS) was keeping their end of a treaty provision. His trip was in response to a plea for help from the people to whom he is tied by heritage.

Almost overnight, after the Soviet Union collapsed and the CIS was created last December, cries of freedom and independence were displaced by cries for help. Many outlying republics, previously dependent on Moscow for food and supplies, had their lifelines severed. Faced with a situation bordering on chaos, hopes for independence were temporarily put on hold as the independent states mobilized to head off famine. Reluctantly, an SOS was sent to the outside world.

In response, Secretary of State James A. Baker announced Operation *Provide Hope* at the Coordinating Conference on Assistance to the new independent states Jan. 23, in Washington, D.C. *Provide Hope's* objective was to help meet urgent food and medical needs in the CIS through a short-term airlift. The effort also energized the international community to accelerate emergency humanitarian shipments and “provide hope” to the people of the former Soviet Union.

The CIS spans more than 8.6 million square miles, and there were hundreds of outlying areas that were potentially in need of aid. OSIA's role in Operation *Provide Hope* was to assess the greatest needs and distribute aid to worthy organizations. After witnessing the problems firsthand while on a seven-week monitoring trip in Votkinsk, Poluektov did not hesitate to volunteer his services.

LTJG Ilya Poluektov and a fellow OSIA team member set up a portable satellite communication phone during Operation *Provide Hope*. Poluektov, a U.S. Navy officer, is the son of Russian-born parents and is assigned to the OSIA as a Russian language specialist.



Photo courtesy of OSIA

Poluektov can best be described as a unique member of the OSIA team. Although he is the only person of Russian descent to serve with the agency, he was also one of the few Americans in the Soviet Union during the failed coup to overthrow Gorbachev in 1991. Poluektov was also in Votkinsk on Dec. 25 when the Soviet Union fell.

"I've been involved in some very significant events," said Poluektov. "While it's only coincidence that I was actually in country when both of these events occurred, I can say that I have personally witnessed history — not from a distance, but right there."

Poluektov said the most tangible sign of the fall of communism has been the replacement of the flags bearing the hammer and sickle with the Russian tricolor flags.

"I don't think the collapse came as a total surprise to the people there," said Poluektov. "They had seen that [Russian President Boris] Yeltsin was gaining power, and Dec. 25 was just the final act. They were more worried about the economy than the government."

According to Poluektov, people had reason to fear. Following deregulation of government price supports, prices tripled in the republics Jan. 3, causing widespread anxiety among the people.

"The economy was not sagging," he said, "it was almost on the ground. The average monthly salary is about 500 rubles. Considering that a kilo (2.2 pounds) of meat costs about 250 rubles, you begin to understand how devastating things really are there."

Almost everyone at OSIA rallied to do whatever was necessary to help the people they had been working with so closely during the past four years. Members of OSIA served on quick-reaction teams deep in the CIS to assist the humanitarian aid efforts of Operation *Provide Hope*. By Feb. 1, OSIA began flying in teams to 24 CIS regions.

Teams were sent to places stretching from Kishinev, near the Romanian border, to Ulan-Ude, almost due north of Mongolia's capital.

While the airlift of bulk food rations and medicines began Feb. 10, volunteer OSIA personnel with their unique qualifications deployed earlier and reported directly to Ambassador Richard Armitage, the U.S. operational coordinator.

According to Poluektov, security of the shipments was a high priority because there had been reports that previous aid shipments had been stolen and were sold on the black market.

Poluektov's team — a U.S. Army major acting as team leader, two U.S. Army Russian translators, a member of the U.S. Agency for International Development and a Foreign Disaster Assistance representative — went to the Ukrainian city of Kiev.



Medical supplies and equipment are loaded onto trucks by Ukrainian soldiers at Kiev Airport during Operation *Provide Hope*.

"We arrived in Kiev with five days to arrange for the distribution of aid," said Poluektov. "Although the officials in Kiev knew we were coming to help, they didn't know exactly what we were bringing."

"After our first meeting it was clear that they had hoped for more specific items and technical expertise to help rebuild Kiev's infrastructure," he added. "But they weren't disappointed with what we were actually bringing."

Poluektov said that the assessment of need and flexibility made the entire operation a success from the onset. During a 17-day interval, 65 humanitarian aid missions traveled to the former Soviet Union and delivered 2,816 tons of food and medical supplies to the region. An additional 11 humanitarian flights were



Photo by Tsgt. H.H. Deffner

Medical supplies are unloaded at Tashkent International Airport in Uzbekistan during a *Provide Hope* airlift mission. The aircraft carried 10 pallets, weighing a total of nearly 30,000 pounds, of various medical supplies to the city.

added to the originally scheduled 54 because medical supplies were desperately needed.

Most of the supplies were Operation *Desert Storm* surplus held at three European locations, with an additional three C-5 cargo jets loaded with supplies coming from the United States.

Perhaps his parents were the most amazed and delighted with Poluektov's role in this mission of mercy. In the early 1950s, the Poluektovs had made their way to the United States to find the freedom and democracy they had only heard about from afar.

"My mom's from Leningrad (now called St. Petersburg) and my dad's from Rostov-on-the-Don, which is in Russia," said Poluektov, who said he's quite an attraction when he shows his passport to airport officials in the CIS. "My mom was only three when her aunt brought her to America, but my dad had seen and remembered enough to tell me stories about his growing up as a boy."

Poluektov said the opportunity to visit his parents' homeland destroyed a few stereotypes he had and confirmed a few others.

"When you grow up hearing about a place that you can't actually see, you sort of picture how it might be," explained Poluektov. "On my first trip, I couldn't help but look around and see what it was really like."

Aside from the importance of the work being done by Poluektov and his colleagues at the OSIA, traveling to the CIS affords them an opportunity to meet and talk with a people who, as Poluektov recounts, "are an awful lot like us."

"Talking to and meeting the people is one of the most rewarding facets of my job," he said. "They are very

proud and immensely interested in what life is like in the United States. They are eager to tell us they wish they had the opportunities we have — opportunities which we probably take for granted too often."

Poluektov has worked hard to take advantage of the opportunities that have come his way.

After graduating from high school in Santa Rosa, Calif., he joined the Navy to see the world and take advantage of educational benefits offered through military service.

"I decided in my sophomore year in high school that I wanted to go to the Naval Academy," said Poluektov. "I sort of always knew I wanted to go to a service academy because of the excellent education, but I chose the Navy because world travel was more of an option."

Graduating from the Naval Academy as an ensign with a degree in systems engineering, Poluektov's first assignment was to the hydrofoil USS *Gemini* (PHM 6), based in Key West, Fla.

"For two years I helped with drug interdiction operations off the coast of Florida and in the Caribbean," said Poluektov. "It was exciting and challenging, yet somehow I knew that my talents could be better used in another field."

Leaving the surface Navy in his wake, Poluektov opted for a career in cryptology where he would be able to use his language skills.

"My assignment to the OSIA was great for me and for the command," said Poluektov. "They didn't have to send me away to language school, and I'd get the opportunity to visit Russia."

Poluektov will be assigned to the OSIA until the spring of 1993. He anticipates at least six more trips to the CIS in conjunction with treaty monitoring. And while nothing else is scheduled to date, he said he would gladly volunteer to be a member of another team for another humanitarian mission to the former Soviet Union.

Senior DoD officials have said that the United States expects to continue to provide relief supplies on a much larger scale using surface transportation rather than aircraft. DoD and all other U.S. agencies already cooperating in the aid effort will continue to be deeply involved.

"*Provide Hope* was not meant simply to place food in the hands of the needy," said Poluektov. "It was a symbolic event. It showed the willingness of the United States and other countries to have closer relations [with the CIS] in the future. It also showed that former adversaries could finally shake hands." □

Snaza is a photojournalist assigned to Navy Public Affairs Center, Norfolk.



Preparing today for tomorrow

Navy Kids —a positive investment in the future

Story by Patricia Swift, photos by PH1(AW) Joseph Dorey

Each Thursday in the nation's capital around 2:00 p.m., when most Navy and civilian personnel are looking forward to the end of the day, a whole new job begins for 1,200 dedicated personnel. These individuals gather in cafeterias, offices and individual work areas for an hour once a week to tutor and solve problems on an elementary level.

Third- through eighth-graders receive this one-on-one or two-on-one assistance through a program called "Navy Kids." The program

began nearly four years ago, in what program director CDR James A. Black describes as a "three-way collaboration." The Navy, in conjunction with the District of Columbia public schools and the business community, spearheaded the program. The D.C. Navy League is also a principle supporter of the program.

"Navy Kids is a tutoring and mentoring program that initially began at two command sites, with one school, 60 students, 100 volunteers and lots of hope and prayers for a successful year," Black said.

The program is designed to enable military and civilian personnel from metropolitan area commands to work with students from inner-city District of Columbia public schools. These students are selected by their principals and teachers and are required to have parental consent to participate.

Navy Kids' goals are to strengthen the students' academic skills, increase self-esteem and success orientation, improve their attitudes toward school and expose them to positive new experiences.



"We like to get students who are going to make a difference, students who might be on the borderline with good to average grades and want to improve themselves," Black said. "We get students from all ethnic groups and backgrounds. We try to match them with tutors who have strong beliefs, academic backgrounds and exemplify personal excellence."

Tutoring is done during normal work and school hours at each of the 11 selected Navy sites. Tutors are not charged leave or compensatory time for time spent on activities associated with the program.

Black says this program doesn't work like a typical project because the American education system is facing a crisis.

"We're fighting a war, but a different type of war — one to make people better. We're trying to protect our greatest resource — the youth of America. Through this program, [the Navy] intends to do its share to help the education system."

According to Black almost anyone can tutor, but strong tutor-teacher

communication is needed to meet the student's needs. "We have Marine Corps, Air Force, Army and Coast Guard personnel assigned to Navy commands who tutor. If a command site is chosen, anyone who works there is eligible."

Black says it only takes a resume, command endorsement and an interest in kids to start tutoring. "As long as a spouse or friend is affiliated with a naval command, we will consider them," Black said. "We never turn down help or say no to volunteers."

Navy Kids began in 1988 when former Chief of Naval Personnel ADM Mike Boorda and RADM Pete Cressy signed an agreement with Dr. Andrew Jenkins, then-superintendent of District of Columbia public schools, to participate in a tutorial program in the spring of 1989 for students from Merritt Elementary School. The program was launched from two command sites — the Pentagon and the Navy Annex, Arlington, Va.

Although most programs take time to gain national recognition, this is not the case for Navy Kids. With only three solid years in the making, Navy Kids, along with 20 other outstanding volunteer programs, was selected from 4,500 nominations to receive the prestigious "Presidential Annual Points of Light Award" presented by President Bush May 1, 1992.

In a star-studded White House ceremony hosted by the President and Mrs. Bush, and attended by Cabinet officers, Navy officials gathered to accept the award which highlights the contributions of vol-



Opposite page: Kids from inner-city schools file into the Navy Annex in Arlington, Va., to be tutored. **Above:** LT Yvonne Hall discusses Tiaire Jackson's answers to her homework. **Right:** RADM Frank Gallo and LCDR Mark Zwartz help student Jamie Gibson with her homework.



Above: (left to right) VADM R.J. Zlatoper, Washington, D.C., Superintendent of Schools Dr. Franklin Smith and RADM Frank Gallo congratulate CDR James A. Black (at podium), Navy Kids coordinator, for a successful year.

unteers and illustrates what can be accomplished through community service. Singer Michael Jackson was named the Presidential Points of Light Ambassador.

"In the early 1980s, the Navy recognized a large number of children were lacking necessary math, reading and basic skills crucial to compete successfully in today's world," Black said. "These kids will be competing in the job market soon. The Navy developed approximately 1,000 partnership programs, including Navy Kids, to aid students in achieving their potential in education, health and citizenship."

"The program has given me insight into the real problems students are facing in school as far as basic math and English skills are concerned," said LT Yvonne Hall, a tutor at the Navy Annex, the largest command site. "I can see changes in the student's grades, behavior and attitudes. We've become more than just tutors to the kids — more like big sisters and brothers."

"The Navy hopes this program will improve our staggering educational system and at the same time help us gain valuable personnel for

our defense in the future," said RADM Frank Gallo, Deputy Chief of Naval Personnel. "No one is too high to come down to a level of tutoring to help out."

District of Columbia schools provide instructional material, tutor training and support for recognition ceremonies. The program's coordinators, school board, Navy officials, school officials, volunteers, parents and other special guests join together to honor the children.

Tutoring is not limited to one or two subjects. Whatever subject the students are having problems with becomes the focus of the session.

Tutors help students with complicated math and English problems by playing word and number games. Students are also encouraged to participate in personal discussions.

"The message is 'somebody cares about these kids.' For that one hour they're at center stage and nobody else matters but those children. The kids' self-esteem rises and hopefully when it all comes together, they'll become better citizens," Black explained.

The program is not all work and no play. It provides special activities

such as field trips, school-wide projects and writing contests and parties. Special visits to the students by senior Navy, business, community and school officials are also a part of the program.

Students see firsthand what a work setting is like. For some it marks the first time they have been out of their communities. They learn how to conduct themselves and find respect for each other and their tutors. But for many tutors the commitment doesn't end there.

"Some volunteers help throughout the summer with various activities like swimming, camping trips, etc.," Black said. "And we emphasize the zero tolerance of drugs in the Navy, as well as discussing alcohol and its abuses. Issues that the children deem important to them or that are important to us are also discussed."

Black believes that compared to most partnership programs, Navy



Photo by PHAN John M. Shaw

Left: Superstar singer Michael Jackson was named honorary ambassador of the Point of Light Award during a White House ceremony. Below: YN3 Jamie Shoemaker accepts the 643rd Point of Light Award from President Bush as Mrs. Bush looks on.

Kids is unique. "[Navy Kids] is a system of coordination and standardization in that it requires operating funds and resources to be identified early in the program before the new year begins. It is sponsored by the senior command in the area which provides coordinating and facilitating support."

Navy Kids typically begins in the fall and lasts for approximately 16 to 24 consecutive weeks during the school year — sometimes longer or shorter depending on the school's needs. Students are bused from their schools and to their tutoring sites via the Washington Area Transit Authority (Metro).

"Navy Kids is a positive investment in the future, and we want the kids to be the best they can be with our help," Black concluded.

According to Minetta Moseley, a student from Langdon Elementary school, "My grades picked up in math, and the tutoring has also helped me on the computer."

"The interesting thing is teaching makes everyone better, and the volunteers that are involved also get a lot out of the program," Black added. "There is nothing so rewarding to see as helping somebody make a difference. When you can witness the child developing, and the bonding that takes place between the child and the tutor, that in itself makes this program all the more successful." □



Photo by PHAN John M. Shaw

Swift is a staff writer for All Hands. Dorey is a photojournalist for All Hands.



Silent Lessons

Students turn tables on EOD tutors

Story and photos by JO2 Jonathan Annis

For Master Chief Boatswain's Mate (SW/DV) David J. Clifton, there was no chance for error. Years of training and experience put his mind into automatic.

The senior explosive ordnance disposal (EOD) technician located the contact mine drifting in the rough seas and conducted detailed reconnaissance which included handling the live bomb. Then he rigged it with non-magnetic explosives and towed it more than two miles before supervising its destruction.

Later, during Operation *Desert Storm*, Clifton watched a *Scud* mis-

sile crash into the bay near Al Jubayl, Saudi Arabia. Again, he said there was no hesitation in being part of the first U.S. team to recover an intact warhead.

"What we do is dangerous, but we know what precautions to take," the Bronze Star recipient said. "It wasn't a problem."

It's difficult to imagine anything rattling the nerves of this tall, lean warrior, or those of 120 other deep-diving, parachute-jumping members of EOD Mobile Unit 9 from Mare Island Naval Shipyard at Vallejo, Calif.

But soon after Mobile Unit 9 came into existence in 1989, its EOD techs, including Clifton, participated in Partners in Education, part of the Personal Excellence Program sponsored by Naval Base San Francisco. The command "adopted" Admiral Farragut Elementary School, minutes away from its headquarters.

The challenge made some techs nervous. Farragut is an ethnically diverse school that has been hurt by an annual transiency surpassing one-third of its 400 students. Many families of the school children are on

some form of public assistance, and 75 percent of students qualify for free or subsidized lunches.

It's not that the students aren't academically able and curious. In fact, they seem to be as unpredictable as the explosive wares to which EOD techs are accustomed.

"I've been trained to work with mines. I'm not used to dealing with little kids," Clifton admits. "They're neat kids. They're fun to work with, but it can be pretty nerve-racking."

"Actually I was a lot more nervous talking to the kids than working with mines," said Hull Maintenance Technician 2nd Class (SW/DV) Pat Altman, who diverted a mine from the path of the battleship USS *Missouri* (BB 63) while in the Persian Gulf. "They're an extremely bright bunch of kids."

More than half of Mobile Unit 9 sailors now participate in the program, regularly tutoring children one-on-one or in small groups and setting up special events and projects that involve the entire school.

But one part of the school was of particular interest to the unit. Vallejo Elementary School District conducts its classes for the hearing-impaired at Farragut, and the divers soon began working with them.

Command coordinator for the program, CWO2 Brad Lounsbury of Mobile Unit 9's San Francisco Detachment, said the ensuing, highly-publicized exchange benefited the hearing-impaired children and challenged the divers in a way no one had previously expected.

"The tutoring program really took off about three or four months after it began during an exercise where two of my divers were in the water

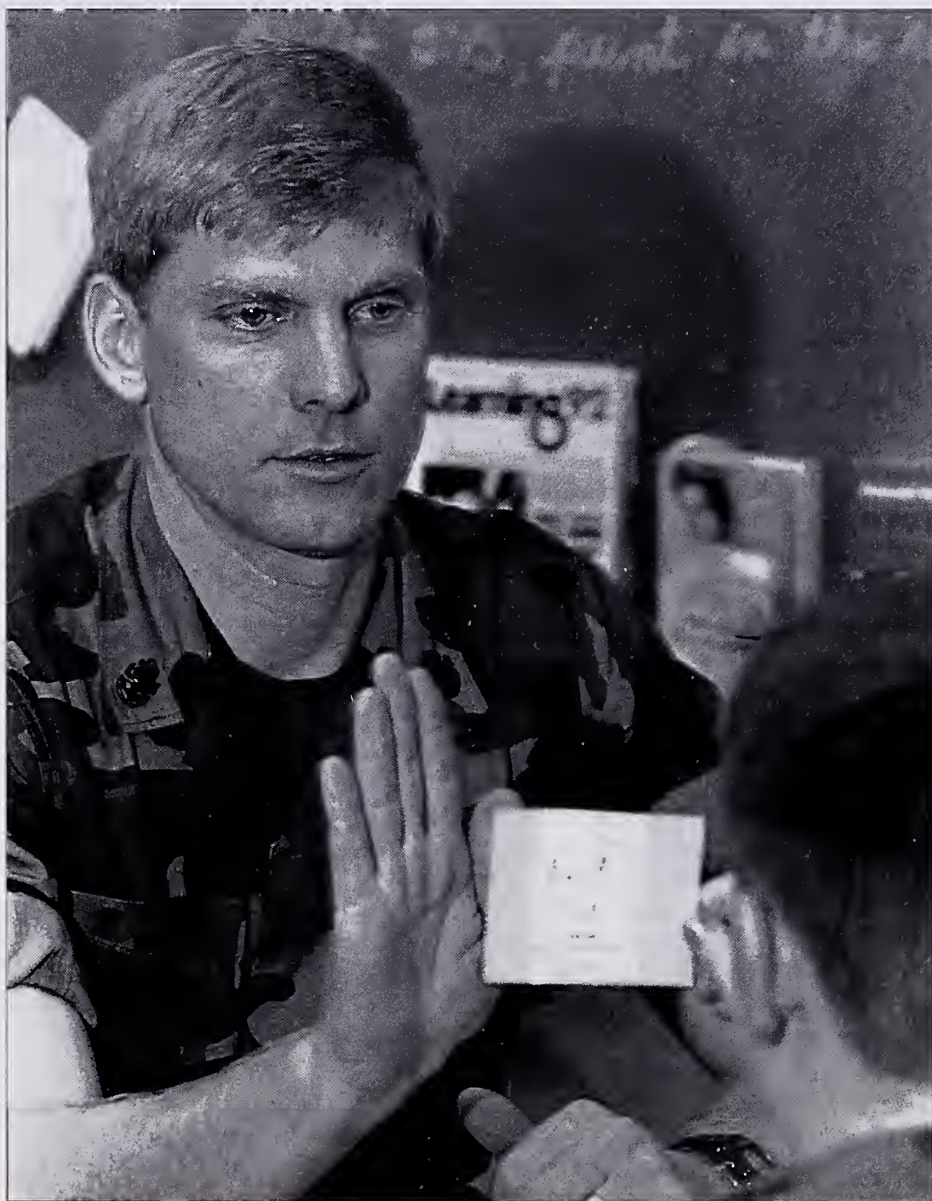
searching the hull of a ship for a practice mine," Lounsbury said. "One of the divers found the mine and had some trouble communicating this to the other diver. It got quite animated."

"They surfaced about 20 minutes later, and the other diver, who was one of my active tutors, jokingly said that his partner ought to come to the class he tutored and learn to sign. Right then it hit all of us that maybe this would be good."

Previously, EOD technicians would agree on some basic searching

signals before a dive, but any misunderstanding could lead to lost time on the surface. The only universal language relies on rope pulls following the familiar OATH pattern — one OK; two, Advance; three, Take up slack; or four, Help. Lounsbury said the technicians couldn't use specially-designed electronic communications gear for their diving because it was potentially dangerous near some mines.

And so the hearing-impaired students turned the tables on their tutors. While they learned the "three



Opposite page: Sailors and students watch Special Education Instructor Maryann Thompson carefully to get exact positioning of hands. **Right:** AOC(SW/AW/DV) Greg C. Zach practices words in sign language using flash cards.



Rs, divers learned to communicate in a silent world. Already many of the divers have learned signing "short-hand" for a series of yes or no questions, such as "Did you see the mine?" or "Are you cold?" along with numbers from one to 10 and statements such as "I saw a shark."

"Any extra bit of communication is a great benefit to the divers," Lounsbury said. "You can get a lot more in-depth than we ever could before just by virtue of this simple signal: 'Hey, I found the mine,' or whatever it is we're looking for."

An uncharacteristically rainy season in Southern California has left coastal water murky enough to hinder using the language in most training exercises, although some divers have tested their signing proficiency at a local swimming pool.

Students give a message to a diver on the surface, who dives underwater and tries to communicate it to his diving partner. His partner then surfaces and relays the message back to the children. It wasn't always that easy. As one diver said, "the juvenile judges are pretty harsh."

At Farragut, learning is still very much a two-way street, with stu-

dents receiving an education and the attention of positive role models.

"We're grateful for the help," said Joanne Murphy, who teaches grades four through six in the hearing-impaired program. "The kids stay interested. These guys are not wimps. I think it takes a special group of people who are willing to take the challenge."

"The EODs know sign language is not the easiest thing in the world, and they're up for the challenge,"

"The kids are still the normal, regular kids that they are," said Murphy. "But I think they feel very proud, and their parents are happy about that."

"It kind of all happened at one time, and that tells you something about how modest the men are. They just take this on as their regular role and don't think anything more of it as being extraordinary."

Lounsbury never grows weary of telling the story of his command's

"These are the kids who taught the tutors."

she continued. "The kids know it's OK to correct and then receive help from them too. So there's kind of an equality there that the children don't normally have."

Murphy said that when NBC News, the *Sacramento Bee* and other media covered the unusual education exchange, the children became playground celebrities.

involvement with the school. "As long as I think it'll do the kids some good, it's obviously a boost to their self-esteem."

"When we first arrived at the school and got this going, the hearing-impaired kids pretty much stayed by themselves and played with their own group. This year, a lot of other kids are showing an

Opposite page: Students from Vallejo Elementary School District teach tutors sign language using an array of word cards and word games. Below: Students quiz tutor HT3(DV) Peter Olson on his ability to remember sign.

interest in learning how to sign," Lounsbury said. "After all, these are the kids who taught the tutors."

Lounsbury said his command has supported the program 110 percent despite a rigorous operations tempo, including a deployment during the Persian Gulf War. Nevertheless, Mobile Unit 9 logged more than 3,000 volunteer hours with the school last year.

Lounsbury also attended Parent Teacher Association and School Site Council meetings to gain insight for special projects, including tree-plantings, a poster contest for the Navy birthday and corresponding with patients at the Yountville Veterans Hospital.

The unit also collected learning texts, library books, sports equip-

ment and school supplies, offered savings bond incentives to top academic performers and recognized teachers during Teacher Appreciation Week with flowers and cards.

Mobile Unit 9 proved its mobility by taking a portion of the command's equipment to the school, giving the children a hands-on approach to some of their gear. In May 1991, their static display included two EOD boats; diving, parachuting and mine-locating equipment; radios and several pieces of inert foreign ordnance like that found in the Persian Gulf.

The presentation was so popular with the students that Lounsbury expects it to become an annual event. A local reporter was impressed that "this wasn't the Navy putting on a show. It was the Navy being involved with the community. They really care."

Awards and recognition aside, Lounsbury has personal reasons for getting so intimately involved with

the school, particularly the hearing-impaired children.

"Having two kids of my own, I'm very much into kids, especially these kids," Lounsbury said. "You can't help but work with them. After a little bit of time they're able to express themselves more freely. And the warmth these kids give you — it's truly the best day of my week when I get to go and teach.

"You take pride in it, almost a pride of, I hate to use the term, but ownership — to where you feel very responsible for what these kids are doing, and you feel inside of you that you want them to succeed."

Three EOD techs can be found on an afternoon working with the hearing-impaired children. In this case, the children were quizzing the techs with flash cards.

With Murphy interpreting, the children said they were very happy to help the Navy and that the divers were fast learners.

"It's amazing how much patience they have," said Chief Aviation Ordnanceman (AW/SW/DV) Greg C. Zach.

"When we keep screwing up, they point up at that sign we have for them," said HT3(DV) Peter A. Olson. It says "Mistakes are OK."

Last December the unit received high praise for its peacetime activities, when a Point of Light Award was presented by President George Bush to Mobile Unit 9. The White House receives more than 200 nominations weekly for the Presidential Points of Light Award, given for extraordinary volunteer efforts.

"I have often noted that, from now on in America, any definition of a successful life must include serving others," the letter read. "Your efforts provide a shining example of this standard." □

Annis is assigned to NIRA Det. 5, San Diego.





Fighting the siren's call

Marines rescue kids from mean streets

Story and photos by JO1 Lee Bosco

The Marine Barracks at 8th and I Streets in southeast Washington, D.C., are set squarely in the middle of a battlefield. There is no enemy threatening to overrun the outpost, no commanding general marshaling troops to attack. Yet a war rages on for miles around the military installation just scant blocks from the Capitol and the White House.

Gunshots ring out in the night. Small quantities of drugs are dealt openly in broad daylight, while the clandestine meetings that ensure larger shipments are held behind closed doors or under cover of darkness. Here children don't always find their way to the classroom, heeding instead the siren's call of the streets.

These are the new hostilities, found in every city in America — urban warfare. And as in any war the stakes are high, particularly for the young, and the outcome will determine the country's future.

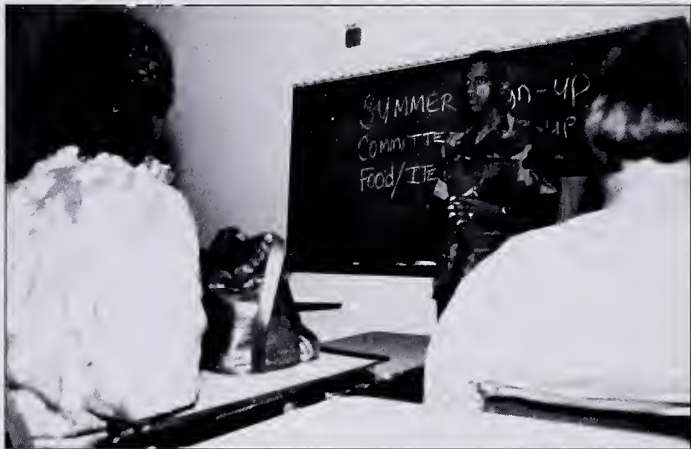
The adults engaged in this struggle may be beyond hope, but a program for kids called the "Young Marines" has taken up the fight to reclaim a generation adrift in the crossfire of this senseless combat.

The Metropolitan District of Washington Young Marines Inc., a volunteer program sponsored by the Marine Corps League, has become an effective weapon in the battle for the lives of vulnerable children. And there is no better proving ground than the streets of the nation's capital.

"I was born and raised on these streets. I know how tough they are," said Marine Capt. Michael D. Thomas, commanding officer of the Washington, D.C., Young Marines.

"We are in a war. The military has been involved in a war on drugs for a long time," Thomas said. "This program is an extension of that war." Many of the kids in

Left: Lance Cpl. Charles MacDonald helps a Young Marine square away his cover. Below: The Young Marines' mountaineering skills were on display during a recent demonstration at the Marine Barracks. Right: The commanding officer of Washington's Young Marines, Capt. Michael D. Thomas, meets with parents. Bottom right: The company moves out under the watchful eye of an instructor.



the program are not even 10 years old. How much could they know about drugs? "You'd be surprised at the age some kids start taking drugs in this country," he said.

"That's not the issue. We have to impress these kids with the danger before they start on drugs. We have to provide them with the discipline to resist that dead end."

Discipline is the operative word when parents speak about their kids' involvement in the Young Marines. Dorothy Gholston has seen the police cruisers and heard the ambulances make their clamoring entrance into her neighborhood far too many times to count. She says she

has watched the shrouded bodies of children being removed from the gutter by grim-faced city employees. A single mother, she has vowed that this fate will not befall her only child, Delonte, aged 12.

"The only way these kids are going to stay out of trouble is if they learn discipline," Gholston said. "The young men and women Marines who give up their time to work with our kids are real heroes. They set an example that the kids know is the right way to live."

The program, in existence since 1979, is a multi-layered approach to a cross-cultural problem. Currently 11 Marine Corps bases participate across the country, and the parents of some of the D.C. Young Marines think that the program should be expanded.

"This isn't only a city thing. I'm sure there are kids in small towns that are near bases that would benefit from this kind of training," said Thomas Henderson, whose grandson, Tyler Rucker, has been in the program for three years.

"The feelings of accomplishment that Tyler gets from making rank and doing things the right way is very valuable," Henderson said. "He really believes that he can accomplish anything he puts his mind to. That's a result of being in the Young Marines."

Right: Each member of the program must be physically fit in order to stay a Young Marine. Bottom Right: The Young Marines program makes accommodations for the latest hair styles.

The parents who gather each week at the barracks are vocal in their support for the men and women who spend time and energy trying to instill pride in the youngsters. "I respect the Marines that are helping these kids because they're giving them something that a lot of kids are missing — self-respect," said Diane Adams, mother of 10-year old Young Marine Dominick Adams.

What about the Marines who volunteer to help a group of total strangers — what do they get out of it? "First of all, you can't have a 'What's in it for me?' attitude," said Lance Cpl. Jeff Carney, a Buffalo, N.Y., native who had never been to the nation's capital before being assigned here two years ago. "Just look around this area; these people have it rough. Anything we can do to help them out is worthwhile," he said. "These kids aren't to blame for the conditions here, but they suffer just the same. I hope what we do makes things better for them. Besides, I like the feedback I get when I work with them."

Master Sgt. Phil Simoes is the typical leatherneck. He possesses the gruff exterior of a seasoned drill instructor and exudes a confidence that is easy to see. An observer would never suspect that the tough Marine has a soft spot, but he does. "The thing that gets me about these kids is that the tougher we dish it out, the more they respond," he said. "We can't treat them like adult Marines. They are just children, but they expect to be treated like young Marines. And they are proud that they're able to do things that their friends can't."

Entrance into the program is not automatic; there is a waiting list 80 names long. Once in the program a child must work to stay in. Each youngster must bring his or her report card to be inspected by the instructors. They must maintain at least a 'C' average, and poor grades mean additional attention in the form of counseling. The boys and girls are also required to keep their uniforms in tip-top condition and be physically fit.

Dominick Adams, a two-year "veteran" of Young Marines, isn't too young to understand the importance of what he is doing in the program. "I love it, except sometimes when I get yelled at. But I know that the Marines are trying to teach me something when they yell. I learn fast cause I don't want them to keep yelling."

When questioned about the difference between himself and the other neighborhood kids who don't participate in Young Marines, the 10-year-old said, "I don't know any difference. I just don't want to die."

Parents also have a responsibility to the program. Each week they come with their children. While Marines drill the youngsters on a small grass field nearby, parents



conduct meetings to discuss topics that range from field trips to the size of program, and how some who lack transportation will get to the meetings. The feeling that they are also part of something special is very strong.

"This is not day care or babysitting. This is an honest-to-goodness life-saver," said Ronald May, presi-

ALL HANDS



Left: Undersecretary of the Navy Dan Howard talks to a parent at a recent Young Marine outing. Above: Two Young Marines get "Office Hours" with an instructor.



and drug awareness training, Howard said, "The Young Marines is a dynamic program that encourages self-respect, self-confidence and discipline in young people. This much-needed program accomplishes this by promoting a drug-free lifestyle, as well as the mental, physical and moral development of those who participate in it.

"I am proud of the Marine volunteers for providing these young people with positive role models; these men and women have donated a remarkable amount of time and energy to this worthy cause," Howard added. "I hope that the community and the nation will endorse and support the Young Marines program and others like it throughout the country."

The Marine Corps has earned a reputation through hard work and repeated successes in conflicts all around the globe. That reputation, the few and proud warriors who can take an objective or "take out an enemy," is well-deserved. Their battle for the hearts and minds of 250 young people is a challenge. But the volunteers face this fight with the same gung-ho attitude with which Marines face any task.

In the process, some kids' lives will be changed. ■

Bosco is a photojournalist for All Hands.

dent of the Young Marines Parents Association. "We have to be involved with our kids. The world has become too tough, and without a strong interest in church, total commitment to education and this program, these kids don't have a chance.

"I think the Marines know how much this program means to the parents as well as the kids," May said. "They are super role models and are doing a world of good here."

The Washington program has earned the respect of the Undersecretary of the Navy Dan Howard. After a recent display that included mountaineering, close-order drill

Excellence

The Navy's four 1992 Sailors of the Year were in Washington, D.C., in July to be recognized for their selection as the best in Navy blue. "Each individual exemplifies the hundreds of thousands of Navy men and women who have dedicated themselves to the defense of our country through service in our United States Navy."

— Chief of Naval Operations ADM Frank B. Kelso II.

Story by JO1(AW) Linda Willoughby, photos by PH1(AW) Joseph Dorey

Chief Air Traffic Controller (AW/SW) Iain G. Palmer, 1992 Shore Sailor of the Year, is a 39-year-old New York native from Niagara Falls



who, after only 12 years in the Navy, has gone from honor recruit in boot camp to being recognized as the best all-around sailor ashore.

"Anything I ever did in the Navy — I did because I wanted to do it," Palmer said. "I never had the attitude, 'I'm going to do this because it's going to be good for my career.' I got my warfare quals because they were interesting, it was a fascinating program and I wanted to learn — not because I needed a bullet in my eval. The work I do in the civilian community is because I want to do it. What it took to become sailor of the year was just doing what I love to do."

In December 1988 Palmer transferred to Naval Air Station Moffett Field, Calif., where he was selected as their 1992 Sailor of the Year, which led to his current selection and promotion. He graduated magna cum laude from Troy State University with a bachelor of science degree and earned the Enlisted Aviation Warfare Specialist and Enlisted Surface Warfare Specialist designations while stationed aboard USS *Ranger* (CV 61).

"To be a successful sailor, learn your skills, get qualified, and be caring," Palmer said. □

Chief Aviation Structural Mechanic (Structures) (AW) William C. Pennington, 1992 Atlantic Fleet Sailor of the Year, was born 33 years ago in Ankara, Turkey.

Joining the Navy in 1977, Pennington's first assignment was to Patrol Squadron (VP) 8 at Naval Air Station, Brunswick, Maine. After discharge in 1981 he completed requirements for his high school diploma and re-entered the Navy in November 1982. His most recent assignment returned him to NAS Brunswick with VP 11.

"I never thought that I would be [here]," Pennington said. "I always thought I would eventually make chief, retire after 20 years and go off on a second career.

"The past few years things started changing, and I wasn't satisfied with being a run-of-the-mill sailor. I realized that nobody was going to give it to me, and whatever I wanted I had to go out and get myself. I started setting my sights higher, challenging myself and setting small goals. As I achieved one I would set another, but sailor of the year was never a goal. I'd look at *All Hands* magazine in past years and think, 'Hey, they must be great,' but nothing clicked in my mind and



said, 'I can do that,'" Pennington said.

Pennington is married to the former Jayne Michiko Ono of Pearl City, Hawaii. □

exemplified

Chief Operations Specialist (DV/PJ) David A. Albonetti, 1992 Pacific Fleet Sailor of the Year, is a 31-year-old native of White Plains, N.Y., and a 12-year Navy veteran.

After completing tours aboard USS *Fairfax County* (LST 1193) and USS *Elliott* (DD 967), Albonetti graduated from the basic underwater demolition/SEAL school and reported to SEAL Team 5 where he became a member of their Alpha Platoon.

His was one of two SEAL Team 5 platoons deployed to Saudi Arabia during Operation *Desert Shield*. When selected for Pacific Fleet Sailor of the Year, Albonetti was serving as leading petty officer of SEAL Team 5's training department.

Commenting on who had most influenced him during his career, Albonetti said, "When I was out in the fleet aboard *Elliott*, my chief was a professional. . . . He was probably the one that got me in the state of mind that I'm in right now — to perform at an extremely high level at all times and to want to perform your duties and give 100 percent no matter what you are doing, no matter how menial the task.

"One of the most important things for me personally is to do the job, to fight and to complete my mission, but



you have to really care about your people. You're not going to earn people's respect if they know that you don't really care about them as individuals," Albonetti said. "If you sincerely care for the people who work under you, they will work that much harder." □



Chief Hospital Corpsman Paul E. Jensen, 1992 Naval Reserve Sailor of the Year, is a 39-year-old Portland, Ore., native who has been a naval reservist since high school where he completed reserve basic training while still a senior.

In his civilian career, Jensen wears the uniform of a Portland police officer.

Jensen was called to active duty in 1971 and again for a six-month assignment in 1991 for Operation *Desert Storm*, when he was stationed with the 2nd Assault Amphibious Battalion to assist in training, planning and preparing the junior troops for action.

Jensen's career as a police officer compares and compliments his position in the Naval Reserve. "Active-duty Training sometimes tries to put a large program in too short a time and it becomes stressful. A lot of people look at police work as stressful but it really boils down to the fact it isn't because we wait for someone to come and give us cover.

"We work as a team, and I carry that into the military community. You have to work as a team. You can't do it by yourself — you wait for help, you rely on each other's strengths, form that team and get the job done."

As a naval reservist, Jensen is currently assigned to 6th Engineer Support Battalion. As one of Portland's finest, he has received two commendations and the Meritorious Medal of Valor.

Jensen is married to the former Susan Fifield and they have a 7-year-old daughter, Nicole. □

Bearings

Signalman's quick response saves stranger's life

Signalman 3rd Class Keith Bowen, assigned to the navigation department aboard USS *John F. Kennedy* (CV 67), began his day with no idea it would end with him as a hero.

A Daytona Beach, Fla., resident, Bowen took his father's boat out bass fishing. As the day wore on, the heat became pretty intense. Bowen decided to return to the pier at Roland Martin's Marina in Clewiston, Fla. Upon returning to the pier, Bowen went over to investigate a commotion on the other end.

From listening to the crowd it became quite apparent that someone had fallen into the water between the seawall and the pier. Bowen described the scene as "pure panic."

"Most people panic when a disaster is taking place, rather than keep a

cool head," Bowen said. "I was a member of the volunteer rescue squad in Holly Hill, Fla., before I came in the Navy, and have been trained in water lifesaving and emergency medical techniques. It was just another situation like others I had participated in."

Bowen saw a hat floating on the water, and knew from his training that a body usually sinks straight down. So he jumped on top of the hat, located the unconscious man, brought him to the surface, and with help, got him onto the pier.

"I first checked his pulse," Bowen said. "I did find a faint pulse, but the man was already a pale blue and wasn't breathing. I cleaned his mouth out, gave him one short breath and he started to spit water. I

turned him over to push water out of his system, and he started breathing. About two minutes later his pulse was almost back to normal. About that time, paramedics arrived."

That evening, Bowen went to the hospital to check on the man's condition. "Apparently he had suffered sunstroke," Bowen explained. "I talked to him for a while and about all he could say was 'Thanks a lot for saving my life — I owe you a lot.'"

Bowen, reflecting on the incident, said it wasn't the first time he had saved a life. "It was commonplace in my five years with the rescue squad," he stated. "I'm thankful for my training." ■

Story by JOC Bob Young, assigned to USS *John F. Kennedy* (CV 67).

Ice-cold command restocks U.S. personnel in Antarctica

The end of a yearlong deployment finally came for 174 members of the U.S. Naval Support Force, Antarctica (NSFA), following the arrival of refueling and resupply ships to the ice pier at McMurdo Station located on Antarctica. The ships provided service to the main facility, several scientific field camps supported by the station, as well as to Amundsen-Scott Station at the South Pole.

The first ship to arrive was the U.S. Coast Guard Icebreaker *Polar Sea* (WAGB 11), breaking a path through ice measuring more than 90 inches thick in McMurdo Sound, from the ice edge several miles away. The Italian freighter *Italica* followed, carrying cargo for both the U.S. facility as well as Terra Nova, the Italian Antarctic research site.

The transport oiler motor vessel (MV) *Richard G. Matthiesen* arrived Jan. 11, and in less than 60 hours, pumped 5.1 million gallons of fuel

into tanks located above Winter Quarters Bay.

The ice must be specially prepared for deliveries by air. Cutting the ice annually allows for the formation of a new, smooth surface which serves as the base for the "ice runway," used from October until early December as a landing strip.

The cargo carrier *Green Wave*, which departed Port Hueneme, Calif., in January 1992, arrived one month later. It restocked the station with food, parts and equipment.

When the ship off-load was complete, *Green Wave* was reloaded with containers filled with items returning to the United States for disposal or redistribution within the military and civilian systems from which they originated.

By late February, flights by VXE 6 ceased, due to the increasingly bad weather on the continent as winter approaches. Those personnel

remaining for "winter-over" begin their period of isolation. The winter-over party includes approximately 60 military and 150 civilians who improve, maintain and prepare the station for the next research season. They will wait for the mid-winter air drop in June, when U.S. Air Force C-141s fly over McMurdo Station and the South Pole to drop supplies, fresh fruits, vegetables and other morale-lifting items by parachute.

A small contingent of about 50 people returned to the "ice" during special winter flight operations in August to assume the winter-over responsibilities and activate the summer support program. They will be followed by the main deployment in October, and the cycle begins again. ■

Story by JOC Gwyneth J. Schultz, U.S. Naval Support Force, Antarctica.

Bearings

USS Theodore Roosevelt launches a little bit of Broadway

It was a night to remember, a special performance full of excitement, dancing, singing and more. For those who attended "All Aboard for Broadway" in USS *Theodore Roosevelt's* (CVN 71) hangar bay, the evening will not be forgotten for some time.

Presented by members of the national tour of "Phantom of the Opera," the performance was a one-of-a-kind variety show made up of a montage of classic Broadway numbers. It included songs from "Guys and Dolls," "Sweet Charity," "West Side Story," "Phantom of the Opera," as well as a host of other well-known musicals. Close to 900 crewmen, family and friends attended the free performance, which raised money through donations for the Navy-Marine Corps Relief Society.

The program had many special moments, and the cast went all out to satisfy the enthusiastic audience.

"Our goal was to re-create the experience, to give a taste of what it's like to see a Broadway show for many of those who have never had



the opportunity," explained Don Cook, the show's director.

The logistics of putting a show of this magnitude together on board an aircraft carrier were enormous. Much of the work fell into the hands of CDR Andrew Koss, *Theodore Roosevelt's* air boss.

"Basically we formed our own

production company," Koss said. "We had people coordinating everything from publicity to dressing room arrangements. It was a lot of work, but the results were well worth it." ■

Story by JO1 B. R. Brown, photo by PH2 Michael Wagner, assigned to USS *Theodore Roosevelt* (CVN 71).

USS Wasp team effort foils piracy at sea in Western Caribbean

During operations in the Western Caribbean, USS *Wasp* (LHD 1) and Helicopter Combat Support Squadron (HC) 2 Detachment 5 foiled the attempted piracy of a U.S.-flagged barge in international waters.

The barge was being towed by a seagoing tug when it was spotted on radar by an SH-60 *Sea Hawk* from Helicopter Anti-submarine Squadron Light (HSL) 44 operating from *Wasp*. The barge's position was relayed to a CH-53E *Super Stallion* crew from HC 2 for data gathering.

What the helicopter didn't see on approach were five small boats tied

to the barge's stern, well out of sight of the tug crew nearly a quarter-mile ahead. They also didn't see the people who were off-loading cargo from the tractor trailers riding the barge into their small speedboats.

"The people on the back of the barge had no idea we were coming until we were right on top of them," said the co-pilot. "It looked like we gave them a pretty big surprise."

Upon discovery, the suspects clambered back into their boats and sped away in different directions. The helo attempted pursuit but couldn't track all of them.

After *Wasp* arrived on the scene, her embarked Coast Guard Law Enforcement Detachment searched the barge and found a number of tractor trailers had been broken into. Little was actually stolen thanks to the helo crew's quick action.

Wasp lived up to one of her namesakes with one of the missions assigned the first *Wasp* during the American Revolution was to protect the Caribbean shipping lanes from pirates. ■

Story by JO2(AW) Brett C. Hershman, assigned to USS *Wasp* (LHD 1).

Mail Buoy

Misplaced displacement

Good job on the nice article about USS *Midway* (CV 41) in your June 1992 issue. However, it is an exaggeration to say that *Midway's* displacement has "... grown from 45,000 to 74,000 tons ..." It sounds like you have standard displacement confused with full load displacement. *Midway's* standard displacement has increased from 45,000 tons to 51,000 tons, with most of the increased displacement due to her early overhaul from a straight deck to an angle deck carrier.

— RM2(SS) Richard Zimmer
USS *Florida* (SSBN 728) (Gold)

Get with the program

I am not familiar with the Total Quality Leadership (TQL) program; however, it doesn't take a "genius" to figure out what it is all about.

I am writing to express my discontent regarding a statement made by Dr. W. Edwards Deming, pioneer of the TQL program, which appeared on Page 4 of June's issue of *All Hands*.

Dr. Deming stated that, "It doesn't matter how you say it, it's what you say." I was not as surprised by that statement as I was that nobody in my chain of command challenged this doctor regarding his statement. A quality leader ought to keep in mind the effect his words will have on his or her personnel, and the way they, the leaders, present their ideas is of paramount importance. Come on Doc, let's get with the program, TQL or any other program. It does matter how you say it.

— FN Valentin Castaneda
Groton, Conn.

Reunions

• VC-1 (VU-1 and VJ-1) — Disestablishment ceremony, September 30, 1992. NAS Barbers Point, Hawaii, Hangar 111. Contact LT Bill Kearns, (808) 684-8272 or (A/V) 484-8272.

• USS *Sequatchie* (AOG 21) (World War II) — October 1992. Contact Ralph Vierregger, 11664 Pierce St., Omaha, Neb. 68144; (402) 333-7944.

• USS *Harrison* (DD 573) — October 1992, Norfolk. Contact John Chiquoine, 323 Wellington Road, West Chester, Pa. 19380; (215) 692-2627.

• CASU 12 Association — October

1992, Portland, Ore. Contact A. Gordon Hurst, 6409 Oakbrook, Corpus Christi, Texas 78413; (512) 853-3891.

• USS *Jeffers* (DD 621/DMS 27) — October 1992, Charleston, S.C. Contact Warren O. Hilton, 209 S. Hall St., Morrison, Ill. 61270; (815) 772-2422.

• USS *Clemson* (DD 186/APD 31) — October 1992, Virginia Beach, Va. Contact Fred W. Haag, 92 E. Steuben St., Pittsburgh, Pa. 15205; (412) 921-5425.

• CBMU 563 — Nov. 1, Hickory, N.C. Contact Larry H. Eckard, P.O. Box 5145, Hickory, N.C. 28603; (704) 256-6274.

• USS *Maury* (DD 401) (World War II) — Nov. 4-5, Orlando, Fla. Contact Robert Zellers, 902 S.E. Brookege Ave.,

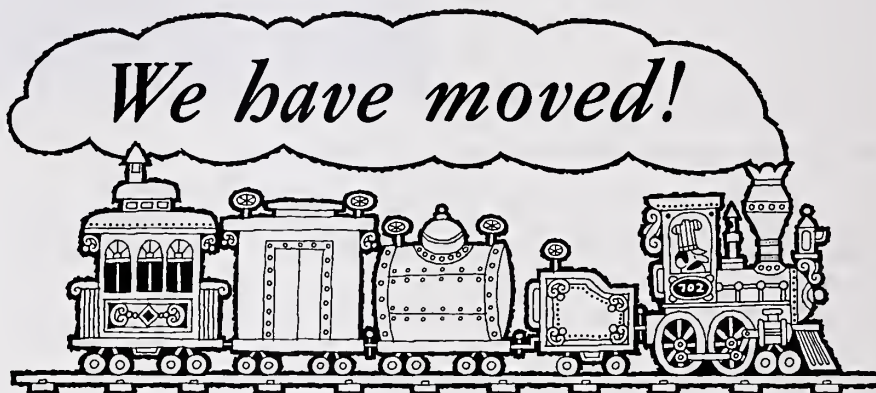
Port St. Lucie, Fla. 34983.

• USS *Furse* (DD/DDR 882) — Nov. 6-8, Myrtle Beach, S.C. Contact Carlisle Coleman, P.O. Box 53394, Atlanta, Ga. 30305; 1-800-462-6356.

• USS *Hugh L. Scott* (AP 43) — Nov. 10-12, Pensacola, Fla. Contact Thomas E. Whitney Jr., 5646 Spring St., Omaha, Neb. 68106; (402) 553-5891.

• USS *Twining* (DD 540), Adak, Amchitka and Attu Radio Receivers (1943-46) — Nov. 11-15, Clearwater Beach, Fla. Contact Bruno Campagnari, 1809 Dugan Road, Olean, N.Y. 14760; (716) 372-1780.

• USS *Vulcan* (AR 5) (1943-46) — Proposed. Contact Paul Stein, 6717 218th St., Bayside, N.Y. 11364.



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NIRA, Print Media, Attn: Editor
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One bird of prey watches another fly back to its nest aboard USS *Kitty Hawk* (CV 63). Photo by PHAN Raphael Fernandez.



ALLHANDS

SPECIAL ISSUE • OCTOBER/NOVEMBER 1992



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59.05
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416



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(Required by 39 U.S.C. 3685)

| | | | | | |
|--|--|---|--|---|--|
| 1A. Title of Publication | | 1B. PUBLICATION NO. | | 2. Date of Filing | |
| ALL HANDS MAGAZINE | | 0 0 0 2 5 5 7 7 | | 01OCT92 | |
| 3. Frequency of Issue | | 3A. No. of Issues Published Annually | | 3B. Annual Subscription Price | |
| MONTHLY | | 12 | | \$17.00 | |
| 4. Complete Mailing Address of Known Office of Publication (Street, City, County, State and ZIP+4 Code) (Not printers) | | | | | |
| COMMANDING OFFICER, NAVY INTERNAL RELATIONS ACTIVITY (NIRA), NAVAL STATION ANACOSTIA BLDG 168 2701 SOUTH CAPITOL STREET SW, WASHINGTON DC 20374-5077 | | | | | |
| 5. Complete Mailing Address of the Headquarters of General Business Offices of the Publisher (Not printer) | | | | | |
| NIRA PRINT MEDIA DIVISION, NAVAL STATION ANACOSTIA BLDG 168 2701 SOUTH CAPITAL STREET SW, WASHINGTON, DC 20374-5077 | | | | | |
| 6. Full Names and Complete Mailing Address of Publisher, Editor, and Managing Editor (This item MUST NOT be blank) | | | | | |
| Publisher (Name and Complete Mailing Address) | | | | | |
| COMMANDING OFFICER, NAVY INTERNAL RELATIONS ACTIVITY (NIRA), NAVAL STATION ANACOSTIA BLDG 168 2701 SOUTH CAPITOL STREET SW, WASHINGTON, DC 20374-5077 | | | | | |
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| 10. Extent and Nature of Circulation (See instructions on reverse side) | | Average No. Copies Each Issue During Preceding 12 Months | | Actual No. Copies of Single Issue Published Nearest to Filing Date | |
| A. Total No. Copies (Net Press Run) | | 87,000 | | 87,000 | |
| B. Paid and/or Requested Circulation | | 0 | | 0 | |
| 1. Sales through dealers and carriers, street vendors and counter sales | | 0 | | 0 | |
| 2. Mail Subscription (Paid and/or requested) | | 1,500 | | 1,500 | |
| C. Total Paid and/or Requested Circulation (Sum of 10B1 and 10B2) | | 1,500 | | 1,500 | |
| D. Free Distribution by Mail, Carrier or Other Means Samples, Complimentary, and Other Free Copies | | 85,000 | | 84,886 | |
| E. Total Distribution (Sum of C and D) | | 86,500 | | 86,386 | |
| F. Copies Not Distributed | | 500 | | 614 | |
| 1. Office use, left over, unaccounted, spoiled after printing | | 500 | | 614 | |
| 2. Return from News Agents | | 0 | | 0 | |
| G. TOTAL (Sum of E, F1 and 2—should equal net press run shown in A) | | 87,000 | | 87,000 | |
| 11. I certify that the statements made by me above are correct and complete | | Signature and Title of Editor, Publisher, Business Manager, or Owner CAPT. J. K. KEEFER, COMMANDING OFFICER NIRA | | | |

207-17-907/908

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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 907/908) is published
 monthly by Navy Internal Relations
 Activity: Naval Station Anacostia,
 Bldg. 168, 2701 S. Capitol St., S.W.,
 Washington, D.C. 20374-5077. Sec-
 ond-class postage paid at Washing-
 ton, D.C. 20374.

Subscriptions: Superintendent of Doc-
 uments, U.S. Government Printing Of-
 fice, Washington, D.C. 20402. Price:
 \$17, U.S. and FPO; \$21.25 foreign.
 Make checks/money orders payable to:
 "Superintendent of Documents, GPO."

Postmaster: Send address changes to
All Hands, Naval Station Anacostia,
 Bldg. 168, 2701 S. Capitol St., S.W.,
 Washington, D.C. 20374-5077.

Editorial Offices: Send submissions
 and correspondence to: NIRA, Print
 Media, Attn: Editor, Naval Station Ana-
 costia, Bldg. 168, 2701 S. Capitol St.,
 S.W., Washington, D.C. 20374-5077.
 Phone (202) 433-4171 (DSN 433-
 4171).

Message: NAVINREACT WASHING-
 TON DC.

Authorization: The Secretary of the
 Navy has determined that this publica-
 tion is necessary in the transaction of
 business required by law of the Depart-
 ment of the Navy. Funds for printing
 this publication have been approved
 by the Navy Publications and Printing
 Policy Committee.

ALL HANDS

SPECIAL ISSUE NAVY RIGHTS & BENEFITS

MAGAZINE OF THE U.S. NAVY
 OCTOBER/NOVEMBER 1992 — NUMBER 907/908
 70TH YEAR OF PUBLICATION

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Cover by Michael David Tuffli

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Pay and Allowances

Military compensation is composed of pay, allowances, retired or retainer pay, and benefits such as medical care, commissary and exchange privileges and leave. This article will cover only active-duty pay and allowances which consist of regular military compensation, special and incentive pay and other allowances.



Each element of the entire military compensation package is authorized by specific legal authority, generally found in Titles 37 and 10 of the United States Code. These elements are either legal "entitlements" earned by the member or are discretionary under the law, meaning the Secretary of the Navy has the option of payment. Most bonuses, because they are usually designed to address specific manning or retention and incentive pay, are discretionary.

Regular military compensation (RMC) is important for two reasons. First, RMC is considered the equivalent of a military salary, applicable to all members of the uniformed services.

Secondly, RMC is the basis for comparing the levels and adequacy of military pay with civilian pay levels. The elements of RMC are basic pay, basic allowance for quarters (BAQ) including the variable housing allowance (VHA) authorized for members living in high-cost locations, basic allowance for subsistence (BAS) and the tax advantage that results because BAQ, VHA and BAS are not taxable. Whereas all

elements of pay are fully taxable, most allowances are not because they are treated as reimbursements for certain expenses. Whenever possible, the government provides service members with quarters and subsistence. When quarters and subsistence are not provided, a monthly allowance may be paid to the service member to help meet the cost of those needs.

Basic pay

Basic pay varies according to a member's paygrade and time in service. The amount is prescribed by law. Naval personnel receive longevity increases at various times throughout their careers. Each member's annual salary is divided into 12 equal installments, one-half of each installment payable on the 1st and the 15th of every month. Each installment represents the pay for one calendar month. The daily rate is one-thirtieth of the monthly rate.

In almost all cases, eligibility for allowances and special and incentive pay is first contingent upon eligibility for basic pay. Thus, a member not entitled to basic pay is generally not entitled to any other pay or allowances.

Allowances

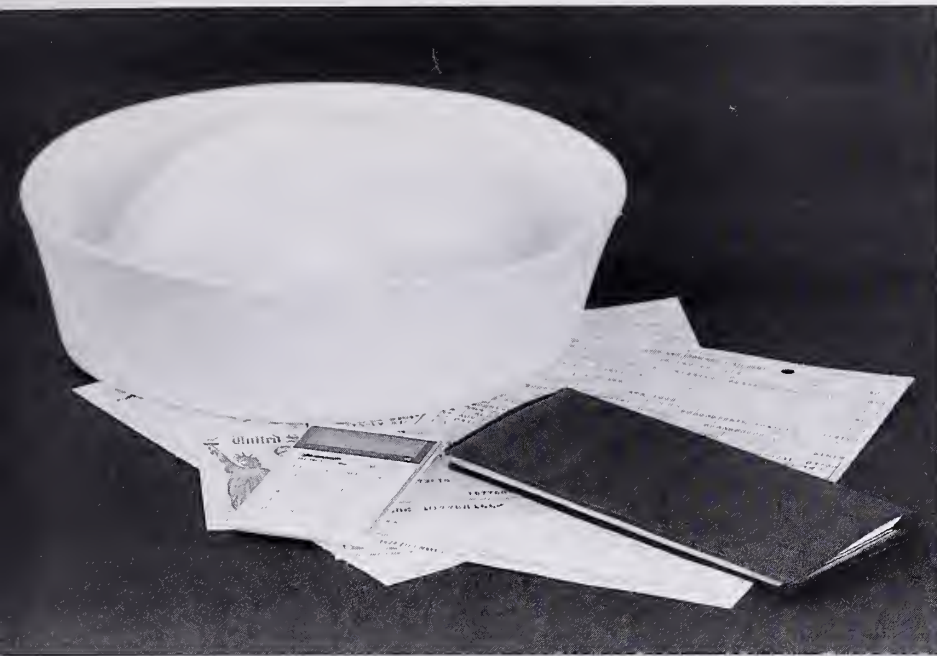
Basic allowance for quarters (BAQ). A member is entitled to BAQ when adequate government quarters are not available or not assigned. The amount of BAQ varies with paygrade and dependency status. The BAQ entitlement for two service members married to each other is

extremely complex. The law prohibits a service member from being considered a family member for allowance purposes. Therefore, each member of a service-married couple is considered "single" for BAQ purposes, in the absence of other qualifying family members such as children or parents. In this case, each member is entitled to BAQ at the 'without dependents' rate in his or her own right.

For service-married couples with children, whether by the current or a former marriage, the comptroller general of the United States has ruled that, unless separated by military orders, only one member may receive BAQ at the "with-dependents" rate. The other is considered a member without dependents for BAQ purposes.

The rationale behind this decision is that the natural children of one member of a service member marriage are also eligible as stepchildren to be considered dependents of the other member; hence, the comptroller general has determined that all children are considered the dependents of only one member of the service-married couple. This applies regardless of the location of the family members.

However, when the two service members are separated by military orders, each member may be eligible for BAQ at the "with-dependents" rate in his or her own right, if he or she has dependent children from a former marriage. The law also permits a member without family members who is in pay grade E-7 or above to elect not to occupy government quarters appropriate for his or



her grade and receive BAQ and VHA, as applicable. This includes shipboard quarters. Eligible members who elect not to occupy shipboard quarters can now retain private quarters and receive BAQ for the entire duration of deployments.

Members in paygrades E-6 and below, assigned to shipboard sea duty and without dependents, are presumed to be assigned to adequate quarters and are not entitled to BAQ. The Navy has established a legislative proposal which would allow sailors E-4 and above to elect not to occupy government quarters and to receive BAQ and VHA when assigned to a ship.

A partial rate of BAQ is payable to members without dependents when assigned to government quarters.

Variable Housing Allowance (VHA). VHA is paid to service members residing in high-cost housing areas in the United States. VHA is usually based upon the service member's paygrade, dependency status and duty station location. The Secretary of the Navy has the authority to pay VHA based on the location of family members in certain circumstances.

VHA rates are established based upon service members' reported housing expenses in the VHA survey. These expenses include rent (or rental equivalency for homeowners),

insurance, utilities and maintenance expenses. The accuracy of the rates for VHA depends upon the data received from service members in the VHA survey. VHA is paid in a locality when the local median housing cost exceeds 80 percent of national median housing costs (NMHC). VHA plus BAQ was designed to provide 85 percent of the NMHC, while the member paid an out-of-pocket amount equal to 15 percent of NMHC. However, BAQ rate changes tied to base pay increases have caused housing allowances to lag behind housing cost increases, enlarging the member's share to slightly more than 20 percent of NMHC.

VHA offset. On March 1, 1986, the VHA offset program became effective. As directed in the FY86 Authorization Act, the member's housing allowances for BAQ and VHA are compared to the member's housing expenses. If the allowances exceed the expenses, the member's VHA is reduced by an amount equal to one-half of the difference not to exceed the total VHA. All VHA may be lost but no BAQ can be lost.

Special and incentive pay

Special and incentive pay is in addition to RMC to compensate members for acquiring and/or pos-

sessing certain skills or performing duties considered unusually arduous or hazardous. Special and incentive pay is taxable, and normally paid monthly. A rundown for the more common types of special and incentive pay follows.

Optometrists: These officers receive special pay of \$100 monthly, provided they are on full-time active duty for a period of at least one year.

Medical Corps Officers:

- **Variable Special Pay.** An entitlement for medical corps officers who are serving on active duty for periods of at least one year. Annual rates begin at \$10,000 depending on years of creditable service.

- **Additional Special Pay.** An entitlement for medical corps officers who agree to remain on active duty not less than one year. Annual rate is \$9,000 for less than 10 years of creditable service and \$10,000 for 10 years of creditable service.

- **Board Certified Pay.** An entitlement for medical corps officers who are board certified in a medical field. Annual rates range from \$2,000 to \$5,000, depending on years of creditable service.

- **Incentive Special Pay:** An award to medical corps officers to alleviate shortages of medical officers. Members must agree to remain on active duty for one year. Annual payments vary by specialty and range from \$2,000 to \$22,000.

Nurse Corps Officers:

- **Incentive Special Pay for Certified Registered Nurse Anesthetists (CRNAs):** Pay is intended for eligible CRNAs who agree to remain on active duty for a minimum of one year. Annual payment is \$6,000.

- **Accession Bonus for Registered Nurses:** An accession bonus is paid to registered nurses who agree to accept a commission as an officer in the Nurse Corps and remain on active duty not less than four years. Amount of bonus is \$5,000 payable at time of appointment.

Dentists: All dental officers are entitled to receive monthly variable special pay at rates from \$1,000 to \$6,000 per year depending on their years of creditable service. If they possess a specialty in which they are board-certified, an additional monthly payment at annual rates from \$2,000 to \$4,000 is authorized. A dental officer who executes an agreement to extend for at least one year is entitled to a lump-sum payment of additional special pay in amounts ranging from \$6,000 to \$10,000, depending on years of creditable service.

Foreign duty pay: Foreign duty pay is payable to enlisted members assigned to duty at specified places OCONUS. The list of such duty stations is in the *Military Pay and Allowances Entitlement Manual*. Foreign duty pay is not authorized for personnel who are residents of Alaska, Hawaii, U.S. possessions or foreign countries during any period they are serving within their home state or country. The current monthly rates of payment for foreign duty are: E-9 — \$22.50; E-8 — \$22.50; E-7 — \$22.50; E-6 — \$20.00; E-5 — \$16.00; E-4 — \$13.00; E-3 — \$9.00; E-2 — \$8.00; E-1 — \$8.00.

Career Sea Pay (CSP): This pay is designed to compensate eligible members for the arduous nature of shipboard sea duty. As such, it is payable to enlisted members in pay grade E-4 and above and officers who have accumulated more than three years of sea duty at monthly rates ranging from \$50 to \$520, depending on paygrade and years of cumulative sea duty.

Cumulative sea duty only applies to shipboard sea duty and should not be confused with sea duty for rotational purposes. The rules and regulations for payment of career sea pay are contained in SecNavInst 7220.77B.

In general, CSP is paid to eligible members on a continuous basis



when they are assigned to and serve in ships whose primary mission is accomplished under way (Category A). It is payable to crew members of ships whose primary mission is accomplished in port (Category B) only when those vessels are at sea or at a port at least 50 miles from the ship's home port. In determining the years of consecutive sea duty, time in service prior to Oct. 1, 1978, in units whose enlisted crew members were eligible for the former sea pay, is creditable. After Oct. 1, 1978, only time actually served in Category A or CSP-qualifying Category B ships may be counted. For members assigned to the off-crews of two-crewed submarines, off-crew time is fully creditable from Oct. 14, 1981.

Special Duty Assignment Pay (SDAP): This pay replaced proficiency pay in FY85. It is monthly pay used first to help obtain high-quality personnel for designated special-duty assignments involving demanding duties or an unusual degree of responsibility, and then to sustain adequate manning levels. People serving in the designated skills may

receive an additional \$55 to \$275 per month. Details of the SDAP program are contained in OpNavInst 1160.2 series and OpNavNote 1160.

Selective Reenlistment Bonus (SRB): SRB is a retention incentive special pay awarded to members serving in certain selected ratings or Navy Enlisted Classifications (NECs) who reenlist or extend their enlistment for at least three years. The purpose of the bonus is to increase the number of reenlistments in those ratings or NECs having insufficient retention. SRB amounts of up to \$45,000 per bonus may be paid to enlisted members who are serving in critically undermanned ratings. A member may receive up to three bonuses, one for each eligibility zone:

- Zone A — for those with at least 21 months but no more than six years of service

- Zone B — at least six but no more than 10 years of service

- Zone C — at least 10 but no more than 14 years of service.

Details of the SRB program are contained in BuPersInst 1160.1.

Hostile fire/imminent danger pay:

All members serving ashore, aboard a ship or in an aircraft within an area designated as a hostile fire or imminent danger zone are eligible to receive this pay at a rate of \$150 per month. Designated areas are specified in the DoD *Military Pay and Allowances Entitlement Manual*.

Special pay for nuclear-qualified officers: This has three categories:

- Nuclear officer accession bonus. Naval officers or prospective naval officers, accepted for training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants, are entitled to an accession bonus of \$4,000 when they meet all requirements listed in the entitlement manual and SecNavInst 7220.65 series. Upon completion of training the nuclear career accession bonus payment is an additional \$2,000.

- Nuclear officer continuation pay. Nuclear-qualified naval officers are entitled to continuation pay when they elect to remain on active duty after completion of their initial obligated service. They receive \$10,000 for each year of additional obligated service. Multiple agreements for three, four or five years (not to exceed 26 years commissioned service) are available.

- Nuclear career annual incentive bonus. Nuclear-qualified officers who have completed initial obligated service and who are not serving under a continuation pay agreement, receive an annual incentive bonus of \$7,200 for unrestricted line officers and \$3,600 for limited duty officers and warrant officers.

Incentive pay for submarine duty:

There are two types of submarine duty incentive pay — operational and continuous. Operational sub pay goes to both submarine-designated and non-submarine-designated personnel when assigned to and serving in submarines, if not otherwise entitled to continuous submarine pay.

Continuous sub pay is paid to active-duty personnel who remain in the submarine service on a career basis.

Submarine career screening gates are established at the 12th and 18th year of submarine service to verify members are still eligible for continuous sub pay based on total years of service. The monthly rate for enlisted members ranges from \$75 to \$355, for warrant officers, \$235 to \$355; and for officers, \$175 to \$595. Each pay rate is determined by grade and years of service based upon pay entry base date.

Command responsibility pay: To recognize the unusual responsibilities of operational commanders relative to their peers of the same grade, the Navy pays \$50 to \$150 per month responsibility pay to officers in operational command of fleet units in pay grades O-3 through O-6.

Aviation Career Incentive Pay (ACIP): This pay is for aeronautically rated/designated officers and warrant officers (pilots/naval flight officers). Rates range from \$125 to \$650 monthly and are based on years of aviation service, until the 18th year of commissioned service. At that point, rates begin decreasing for officers only, to \$250 per month during the 25th year of commissioned service. Rates for warrant officers remain at \$400 per month. ACIP may be paid on a continuous basis if the aviator passes certain milestones at the 12th and 18th years of aviation service.

To receive ACIP on a continuous basis, through the 25th year of commissioned service, the aviator must have served 11 of the first 18 years of aviation service in operational flying billets. Aviators not eligible for continuous ACIP (and flight surgeons) may receive conditional ACIP if they are assigned to an operational flying billet and fly at least four hours per month. All aviators and flight surgeons must be physically

qualified to receive ACIP and are required to undergo annual flight physicals within 30 days of their birthdays. Failure to take an annual flight physical within the prescribed period may cause suspension of ACIP, regardless of primary duty.

Aviation Continuation Pay (ACP):

ACP is a continuation pay payable to certain naval aviators, in critically undermanned aviation communities, who execute extension agreements for two or more years of additional service. Eligibility criteria for ACP are announced annually and are based on a minimum number of years of aviation service, a maximum number of years on active duty and specific aviator qualification designator codes determined by the Secretary of the Navy.

Special pay for diving duty: Officers and enlisted members who are qualified divers and assigned to billets requiring diving duty and who actually perform diving duty are eligible to receive diving pay in amounts ranging from \$110 to \$300 per month. Rates of diving pay are determined by the type and degree of diving qualifications the member possesses. A member who receives diving pay is restricted from receiving more than one hazardous duty incentive pay.

Hazardous Duty Incentive Pay (HDIP):

There are six different types of arduous duty incentive pay. HDIP is paid at the rate of \$110 per month to both officers and enlisted members who participate in duties considered unusually hazardous.

- Non-crew member flight pay. Payable to members required to fly to perform their duties (not as passengers), but who are not designated as crew members.

- Parachute duty pay. Payable to members when parachute jumping is required as an essential portion of their duties. An additional \$55 per month is payable to members required to perform high altitude,

low opening parachute jumps as an essential part of their duties.

- **Demolition duty pay.** Payable to members required to perform demolition using live explosives, including during training, as a primary duty.

- **Flight deck duty pay.** Payable to members required to participate in flight deck operations, from an air-capable ship. A member who receives flight deck duty pay may not receive any other hazardous duty incentive pay.

- **Experimental stress pay.** Payable to members required to perform any of the following duties: as the subject in thermal stress experiments; duty in high- or low-pressure chambers; as a human test subject in thermal stress experiments; or inside instructor, observer or research technician.

- **Toxic material pay.** Payable to members performing primary duties involving frequent and regular exposure to highly toxic pesticides, live dangerous viruses and bacteria in laboratory work, certain highly toxic fuels or propellants used in aircraft or missile systems and certain chemical munitions.

An additional type of hazardous duty incentive pay for Navy members is crew member flight pay. This is for both officer and enlisted personnel, designated as crew members, who are required to fly on a frequent and regular basis. Rates vary by paygrade and range from \$110 to \$250 per month.

Overseas duty extension pay: Enlisted personnel who agree to extend their tours of duty at certain overseas locations may be eligible to receive special pay at the rate of up to \$80 per month. Instead of this pay, the member may elect to receive a rest and recuperation absence or transportation at government expense during the extension period. Details are found in OpNavInst 1306.1.

Other allowances

Allowances are paid to help Navy people meet expenses incurred while on active duty. Allowances may be paid monthly or on an occasional basis, or in a one-time lump sum. Some are paid automatically; others must be applied for. Allowances are not taxable.

Enlisted clothing allowances. Members receive an initial clothing allowance when they enter the service or are recalled to active duty; after six months of active duty, they receive a replacement allowance. There are several types of clothing allowances, based on the actual cost of clothing and situations in which special clothing may be needed. Clothing allowances are usually revised on an annual basis, with new allowances effective Oct. 1 of each year. The amounts of the allowances are listed in the annual update to DoD Directive 1338.5.

Partial Initial Clothing Monetary Allowance (ICMA). ICMA generally reflects the cost of a complete sea bag for recruits and for enlisted men and women, and is usually paid "in kind" in the form of a full sea bag issued at recruit training commands.

Partial initial clothing monetary allowance for enlisted members of the Naval Reserve below E-7 (male and female). This allowance reflects the cost of completing a sea bag for reservists reporting for active duty.

Basic replacement allowance. This is an annual allowance paid in a lump sum on the member's anniversary after six months of active duty and until completion of three years of active duty.

Standard replacement allowance. This annual allowance is paid after three years of active service, in a lump sum, on the member's anniversary month.

Special initial clothing monetary allowance. This allowance is for those who must wear clothing of a

type not required by the majority of Navy men and women. It goes to men and women upon advancement to chief petty officer, for instance. Rates vary depending on the situation, and payment is made in a one-time lump sum.

Civilian clothing monetary allowance. Certain Navy people who are required to wear civilian clothing in performance of their duties, such as people serving in politically sensitive areas overseas where the appearance of a military uniform could be a source of disruption, receive this allowance. The lump sum payment depends on the seasonal civilian clothing involved. Additional payments may be made for extended tours of duty.

Special enlisted supplementary clothing allowance. This allowance is paid to certain enlisted members whose duties require the purchase of additional uniform items. The amount of this allowance and the duties for which it is payable are specified in the *DoD Military Pay and Allowances Entitlement Manual*.

Officers' uniform and equipment allowance. Initial uniform allowances for officers range from \$100 to \$300 depending on source of procurement (Officer Candidate School, Navy Reserve Officers Training Corps, etc.) and are payable: upon first reporting for active duty — other than training — for a period of more than 90 days; upon completing 14 days active duty or active training; or, when an officer is commissioned in a regular component upon Navy ROTC graduation or enters active duty as a regular naval officer. Officers are also authorized a clothing allowance to offset the expenses of mandatory civilian clothes when they are permanently stationed in certain overseas locations.

Family Separation Allowance (FSA). This allowance is payable only to service members with fami-

lies. There are two types of FSA — Type I and Type II. A member may be entitled to both types simultaneously. FSA Type I is designed to pay a member for added housing expenses caused by enforced separation from their families. It applies when naval personnel must maintain a home for their families and another home for themselves when on permanent OCONUS duty. It is not payable to a member permanently assigned to a duty station in Hawaii (but is payable to members serving in Alaska) or to any duty station under permissive orders (orders taken at no cost to the government).

To qualify for this allowance which is equal to one month's BAQ at the without dependents rate for the affected paygrade, the following general conditions must be met: transportation of family members to the permanent duty station is not authorized at government expense; family members do not live at or near the permanent duty station; adequate government quarters are not available for assignment to the member and the member is not assigned to inadequate government quarters or housing facilities.

FSA Type II is designed to compensate Navy people for added expenses incurred because of enforced separation from their families due to permanent change of station, duty aboard ship or temporary duty away from the permanent command.

Any member may receive \$75 per month when any one of the following general requirements is met: transportation of family members is not authorized at government expense and family members do not live at or near the new permanent duty station or home port; the member is on duty aboard a ship which has been away from its home port for more than 30 consecutive days; the member is on temporary additional

duty (TAD) away from his or her permanent station for more than 30 consecutive days and family members do not live at or near the temporary duty station.

Dislocation Allowance (DLA). Navy members may be entitled to a dislocation allowance equal to two months BAQ when transferred under PCS orders. To receive DLA, members with families must actually relocate their families with the intention of establishing a bona fide permanent residence to receive the BAQ rate for members with dependents. Members without families, or members who do not relocate their families, are entitled to this allowance at the without-dependents rate if they are not assigned government quarters at the new permanent duty station. Dislocation allowances are not automatically paid — members must apply at the disbursing office.

Station allowances. When assigned to duty overseas, members may become eligible for station allowances, depending on a variety of factors such as location of assignment, nature of orders, dependency status, overseas housing and the cost-of-living situation. Station allowances are paid to those on OCONUS duty to offset any loss of purchasing power that occurs when stationed overseas.

Station allowances are authorized by the Per Diem, Travel and Transportation Allowance Committee, based on costs reported in overseas areas as compared to costs in CONUS. *Joint Federal Travel Regulations*, Volume 1, contains specific instructions concerning the payment of these allowances. Application for station allowances is required, and, in view of varying conditions and rates, members should check with their disbursing office to determine entitlement. Station allowances are reviewed at least yearly and are subject to change at any time. Generally, the station

allowances are as follows:

- Overseas Housing Allowance (OHA) and Cost of Living Allowances (COLA). These help with the excess housing cost members face while on permanent duty overseas or serve to maintain the purchasing power of military discretionary income. OHA provides an allowance based on the difference between the member's BAQ or the family separation allowance (Type I), whichever is applicable, and the actual rent established for each area. In addition, there is a supplemental payment, consisting of average utility and initial/terminal occupancy costs for each area concerned. The monthly utility costs are determined by averaging the utility expenses for members in a particular location.

- Monthly Initial/Terminal Occupancy Allowance (ITOA). ITOA is determined by prorating the average "moving in" and "moving out" expenses for members in a particular location over the average length of time they reside in civilian housing at their location. Members who became entitled to COLA on or after Sept. 1, 1990, are covered by a lump sum Move-in Housing Allowance (MIHA), rather than monthly ITOA. In most cases, members who were entitled to ITOA prior to Sept. 1, 1990, continue to receive ITOA rather than MIHA. MIHA covers expenditures to make a dwelling habitable, one-time rent related expenses and modifications to reduce exposure to a terrorist threat — but does not defray moving-out costs.

COLA is based upon the location of the member's permanent duty station, the member's rank and years of service and the number of family members authorized to be present at the overseas duty station.

- Interim Housing Allowance (IHA). An IHA may be paid when members assigned overseas are required to contract for non-govern-

ment, family-type housing before family members arrive. IHA is an amount determined by location, which may be paid for 60 days or until the member's family arrives in the vicinity of the member's permanent duty station, whichever is earlier.

- **Temporary Lodging Allowance (TLA).** TLA partially reimburses members for expenses incurred when living in hotel-type accommodations while awaiting permanent housing after reporting overseas. It may be paid to members awaiting transportation back to the United States after receipt of permanent change of station (PCS) orders. Although there are provisions for TLA extensions, the allowance is not usually paid for periods of more than 60 days after reporting to a foreign duty station or for more than 10 days when leaving an overseas station.

Daily TLA rates are determined by multiplying a given area's travel per diem allowance by a percentage factor based on the number of family members accompanying a member to the overseas station.

TLA is also designed to partially reimburse lodging and subsistence expenses of the members and/or family members in connection with moving out of permanent quarters in CONUS, before detaching from the old station and before moving into permanent quarters after relocating to the new station. TLA pays up to \$110 per day for up to four days. Specific rules are contained in the *Joint Federal Travel Regulations*, Volume 1.

Travel allowances. There are a number of travel situations a member might face while on active duty for which the Navy pays expenses or will, in most cases, reimburse the member with travel allowances up to the limits permitted by law. Generally, any time a member travels under orders (other than leave), the

Navy pays for transportation. If a member has a family, they may travel at government expense when under PCS orders. Family members may also travel at government expense when a member receives orders in connection with schooling for more than 20 weeks.

The member's family, while traveling in connection with a PCS move, is entitled to per diem. The member's spouse is entitled to per diem payable to the member if the spouse travels separately, or three-fourths of the member's amount if traveling with the member. Other family members 12 years and older receive per diem of three-quarters the amount a service member would



receive per day, while children under 12 receive one-half of the service member's amount per day.

A PCS mileage allowance is available for the member and/or family members traveling in a privately owned vehicle (POV) on a PCS move. The rate is 15 cents per mile for one person traveling in the POV, 17 cents for two persons, 19 cents for three persons and 20 cents for four or more persons. Because travel allowance computations are complex and the number of allowances authorized varies with each situation, Navy people should check with their personnel and disbursing offices each time they receive transfer or travel orders.

Personnelmen and disbursing

clerks are experts in the computation of travel allowances and will help members file their travel claims.

Lump sum leave payments. Upon discharge, transfer to the Fleet Reserve or retirement, members may receive cash for accumulated leave, up to 60 days. Settlement for leave accrued before Aug. 31, 1976, commonly referred to as "saved leave," includes basic pay, BAQ, BAS and personal money allowance as appropriate. Settlement for leave accrued after that date includes basic pay only. Effective Feb. 10, 1976, a military member can be paid no more than 60 days' accrued leave during an entire military career.

Payment for accrued leave made before Feb. 10, 1976, is excluded from this limitation. A member eligible for accrued leave settlement may elect to receive payment for a portion of the accrued leave, not to exceed 60 days, and have the remaining accrued leave carried forward to a new or extended enlistment.

Personal Statement of Military Compensation (PSMC). At congressional direction, each service member should receive a PSMC annually. The PSMC details the value of the entire military compensation package accruing to the member. In addition to regular military compensation, the PSMC includes special incentive pay and allowances, and provides the member with the ability to estimate the value of certain non-monetary benefits.

In addition to providing a clearer picture of the entire military compensation package, the PSMC provides the member with a document to assist in establishing eligibility for loans or mortgages, and in comparing his or her compensation to private sector wages. The PSMC is developed for each member at the command level by the command career counselor (CCC). Each command receives BuPersNote 7220

annually. This notice contains a computer floppy disk containing the PSMC program and instructions on its use. The CCC sits down with each member, and using the member's current pay information, develops the personalized PSMC. This document can be generated at any time.

Allotments of pay. Allotments are big business in the Navy today. Thousands of civilian and Navy disbursing clerks around the world ensure that Navy members' allotments do what they're designed to do. Currently, there are 12 types of allotments in general use.

It is important for Navy people to realize that their family members, or others to whom allotments have been made, do not receive allotments immediately after application has been made. The allotment is not sent until the end of the month in which it is payable. When requesting an allotment, members should ask their disbursing clerks when the allotment takes effect.

In March 1987, the Navy changed the method of delivery for savings and family member allotments sent to financial institutions. All savings and family member allotments are sent via electronic fund transfers on the direct deposit system (DDS).

A Navy member who wishes to start an allotment to a financial institution must provide the disbursing office with a DDS Standard Form 1199A.

Each month the Defense Finance and Accounting Service Center (DFASC) in Cleveland receives a number of letters from family members who report they did not receive a scheduled allotment check.

In almost every instance, failure to receive an allotment check on schedule can be traced to the failure of an active-duty member to notify the center of a change of address. Navy men and women should remember that when they transfer or

move and wish to receive a check at the new address, they must notify DFASC before the 16th of the month.

The center suggests members use the regular change of address cards sent periodically to allotment payees for this purpose. To be on the safe side, it is also suggested that a change of address notice be filed at the local post office so the allotment check will be forwarded.

Adoption Expense Reimbursement Program. The FY92/93 National Defense Authorization Act established a program under which a member of the armed forces may be reimbursed for qualifying adoption expenses incurred by the member in the adoption of a child less than 18 years of age.

Members can be reimbursed not more than \$2,000 for adoption of a child; not more than \$5,000 for two or more adoptions per year. DoD policy has not been written yet for this program, nor has the Navy promulgated any guidance about this program. Office of the Secretary of Defense lawyers are looking at the law, and will provide interpretation.

Joint Uniform Military Pay System (JUMPS)

JUMPS has been in operation fleetwide since 1977. It provides accurate and timely fiscal information with which to better manage the military personnel pay appropriation.

Before JUMPS, forecasting pay and obligations for the pay appropriation was only a historically based "guesstimate," since pay was calculated and paid by more than 500 disbursing offices afloat and ashore. Because many Navy people who are deployed prefer to let their pay accumulate "on the books" and pay records were closed out only twice a year, it took months for the Navy to determine how much it was actually

spending on personnel costs.

Under JUMPS, the Navy's 500 field disbursing offices still hold pay day twice a month, but everyone's pay is calculated in Cleveland in advance of actual payment. This accrual approach permits the service to obligate military personnel appropriations on a more timely basis. Disbursing offices in the field continue to make pay record changes to reflect promotions and other pay entitlement changes occurring between Cleveland's calculation and the actual pay day, but the next DFASC calculation reflects those changes in each member's new leave and earnings statement (LES).

The LES is issued monthly to each Navy member and is an up-to-date tool for managing personal finances. The LES provides complete information concerning pay entitlements, taxes, allotments and other deductions to pay, as well as the status of the member's leave account. A recent redesign of the LES gives pay information in a more easily understood format. All entries are simplified, eliminating complicated codes and remarks. Each statement reflects the sailor's master pay account at the DFASC at the time the LES is produced.

On the LES, earnings and deductions are presented in columns. The net pay for the month is displayed as the difference between the total earnings and total deductions. In addition, the LES shows all payments made to the sailor that were posted to the master pay account since the last LES. The LES also includes a forecast for the next month's pay period. This forecast reflects longevity increases, allotment starts or stops or any other entitlement changes expected in the following month.

Forecast amounts are rounded off to the nearest dollar and may occasionally differ from the actual pay received. The "remarks" section of

| MEMBER COPY 1046/D7D | | | | U S NAVY LEAVE AND EARNINGS STATEMENT | | | | PERIOD COVERED 01-30JUN92 | | | | PAY UIC | | | | | | | | | |
|---|--|------------------------------|--|--|--|-----------------------------|--|---------------------------------|--|----------------------------|--|---------------------------|--|----------------------------------|--|-------------------------------|--|---------------------|--|-----------------|--|
| NAME (LAST, FIRST, MI) | | | | SSN | | PAY GRADE E6 | | YRS 14 | | BEG LV BAL 0085 | | LV EARNED 2255 | | LEAVE ACCOUNT LV USED 0200 | | END LV BAL 0290 | | BAL TO EADS 0620 | | PAID LV 0300 | |
| EARNINGS | | | | | | | | | | DEDUCTIONS | | | | | | | | | | | |
| BASIC PAY 1697.40 | | | | | | | | | | DEPENDENT DENTAL | | | | | | | | | | | |
| BAQ WITH DEPENDENTS 436.20 | | | | | | | | | | STOP DATE 30JUN92 | | | | | | | | | | | |
| BAS 216.90 | | | | | | | | | | DEERS INPUT 4.57 | | | | | | | | | | | |
| VHA WITH DEPENDENTS 406.18 | | | | | | | | | | NAVY HOME ASSESSMENT .50 | | | | | | | | | | | |
| | | | | | | | | | | SGLI FOR 100,000 8.00 | | | | | | | | | | | |
| | | | | | | | | | | FEDERAL TAX 179.70 | | | | | | | | | | | |
| | | | | | | | | | | FICA TAX 129.85 | | | | | | | | | | | |
| TOTAL EARNINGS 2756.68 | | | | | | | | | | TOTAL DEDUCTIONS 322.62 | | | | | | | | | | | |
| NET PAY (2756.68-322.62) 2434.06 | | | | | | | | | | | | | | | | | | | | | |
| PAYMENTS POSTED SINCE LAST LES: | | | | | | | | | | | | | | | | | | | | | |
| 15JUN92 1216.95, DDS, DSSN 8522, NPR 00788 | | | | | | | | | | | | | | | | | | | | | |
| 01JUL92 1217.71, DDS, DSSN 8522, NPR 00867 | | | | | | | | | | | | | | | | | | | | | |
| BASED ON CURRENT INFORMATION AT DEFENSE FINANCE AND ACCOUNTING SERVICE CLEVELAND CENTER (DFAS-CL) YOUR PAY IS EXPECTED TO BE: | | | | | | | | | | | | | | | | | | | | | |
| JUL92 MID-MONTH PAYMENT AMOUNT 1216.65 | | | | | | | | | | | | | | | | | | | | | |
| JUL92 END-OF-MONTH PAYMENT AMOUNT 1223.88 | | | | | | | | | | | | | | | | | | | | | |
| REMARKS: | | | | | | | | | | | | | | | | | | | | | |
| VHA ZIP CODE: 22314, RENT AMOUNT: 0775, BAQ CODE: C, NUMBER OF SHARERS: 1 | | | | | | | | | | | | | | | | | | | | | |
| DEPENDENT DENTAL PREMIUM CODE 1 DEDUCTED THRU JUN92 | | | | | | | | | | | | | | | | | | | | | |
| BENEFITS COVERAGE EFFECTIVE THRU JUL92 | | | | | | | | | | | | | | | | | | | | | |
| TO CONTINUE RECEIVING BAQ/VHA ENTITLEMENT YOU MUST CERTIFY YOUR ELIGIBILITY IN JUL 1992. SEE YOUR PERSONNEL OFFICER. | | | | | | | | | | | | | | | | | | | | | |
| SEE YOUR PERSONNEL OFFICER WHENEVER YOU EXPERIENCE A CHANGE IN DEPENDENCY, DEPENDENTS LOCATIONS OR WHEN A DEPENDENT CHILD ATTAINS THE AGE OF 21 YEARS | | | | | | | | | | | | | | | | | | | | | |
| FORECAST MONTH: DEPENDENT DENTAL FROM 01JUL92 -5.20 | | | | | | | | | | | | | | | | | | | | | |
| DAILY NORM EFFECTIVE 01JUL92 IS 81.11 | | | | | | | | | | | | | | | | | | | | | |
| PERSONNEL AND PAY INFORMATION | | | | | | | | | | | | | | | | | | | | | |
| AMT DUE END OF LAST MO EXPT FWD | | TOTAL EARNINGS (+) | | TOTAL DEDUCTIONS (-) | | PAYMENTS SINCE LAST LES (-) | | AMT DUE END OF CURRENT MOOF (+) | | M J CODE | | PAY DEL METHOD GOVERNMENT | | MEMBER UIC | | DATE PREPARED | | | | | |
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| EXEM | | FEDERAL TAX WAGE THIS PERIOD | | FEDERAL TAX WAGE YEAR TO DATE | | FEDERAL TAX YEAR TO DATE | | FICA TAX WAGE THIS PERIOD | | FICA TAX WAGE YEAR TO DATE | | FICA TAX YEAR TO DATE | | STATE WAGE YTD (CURRENT STATE) | | STATE TAX YTD (CURRENT STATE) | | | | | |
| M00 | | 169740 | | 1018440 | | 113580 | | 169740 | | 1018440 | | 77911 | | 100 | | 00MI | | | | | |
| DATE | | END ACTIVE OBLIG SERVICE | | OTHER PAY ENTRY DATE (OPED) | | OPED | | OPED | | SEA SERVICE COUNTER YRS | | MOS | | DAYS | | 1105 | | | | | |
| 14JUL77 | | 01AUG93 | | USN | | 19AUG77 | | CH30JUN90 | | AC | | 00 | | 00 | | 00 | | | | | |
| ENTITLEMENTS | | DATE | | AMOUNT | | DEDUCTIONS | | DATE | | AMOUNT | | DATE | | AMOUNT | | DATE | | | | | |
| PR NO | | DSSN | | DATE | | AMOUNT | | DATE | | AMOUNT | | DATE | | AMOUNT | | DATE | | | | | |
| NOTATION OF AMOUNT DUE | | DATE | | AMOUNT | | DATE | | AMOUNT | | DATE | | AMOUNT | | DATE | | AMOUNT | | | | | |

Your Obligations



U.S. Navy photo

Along with the many rights and benefits that are an integral part of your Navy career, there are others that you enjoy as an American citizen. Most of these are basic guarantees set forth in the Bill of Rights that deal with your right to privacy, to speak freely, to assemble and to worship. This rights and benefits article discusses some of the obligations and responsibilities that go hand-in-hand with the rights and benefits we all enjoy.



Your responsibilities

Your rights and benefits carry implicit obligations and moral responsibilities which you owe to yourself, to members of your family and to your country.

You are bound, for example, to share in the expenses of the government by filing federal, state and local tax returns and by paying the taxes imposed, according to your income earned.

You also have a responsibility to obey and uphold all laws — federal, state and local — everything from registering your automobile to obtaining a license for your pet.

As a Navy member, you are also expected to meet your financial responsibilities and pay debts that you incur.

Your right to vote is especially important, because this vital right is also one of your most important obligations. In most instances, special privileges have been granted to



military personnel to enable them to exercise their right to vote.

Your vote gives you a means to help choose those who make decisions that affect you as an American citizen.

Taxes

Certain responsibilities come with the rights of citizenship; paying your taxes is one of your most important responsibilities.

You are obligated to file federal, state and local income tax returns as are all residents and citizens of the United States. However, like other federal employees, you cannot exclude amounts received from any agency of the United States for services rendered in a foreign country or within U.S. possessions. This means no matter where you are, your basic

military pay is taxable by the federal government and your own state and local governments.

If your gross income is above certain established levels, you are required to file a federal income tax return.

As with most requirements, there are exceptions, so you should check with the Internal Revenue Service (IRS) or with a legal assistance attorney if you are not sure whether you must file.

If net earnings from self-employment are \$400 or more, you must file a return with respect to self-employment tax, even if you are not liable for federal income tax. Also, if you are not liable for filing but had tax withheld for wages or made payments on a declaration of estimated tax, you should file a return to recover the withheld amount.

Navy personnel (both military and civilian) are often affected by establishing residences overseas. For complete information on how living abroad affects your taxes, consult IRS Publication 54.

If you actually reside and have your "tax home" outside the 50 states and Puerto Rico on April 15, you are allowed an extension for filing until June 15, but you must explain why you took advantage of the extension and pay interest on the unpaid tax, if any, from the original due date of April 15.

The extension also applies to military personnel assigned or deployed outside the United States and Puerto Rico. The assignment, which may be either PCS or TAD, must include all of April 15.

If you start or end an overseas assignment April 15, you are not

eligible for the extension. If you are on an overseas assignment April 15, you qualify for the extension even if you are on leave in the United States April 15.

If you are living outside the United States you can still receive a two-month extension, in addition to the automatic two-month extension for filing (for a total of four months), by sending in an IRS Form 4868 by June 15, along with the full amount of unpaid tax liability.

All taxpayers, whether or not assigned or deployed OCONUS, can obtain an automatic four-month extension (until August 15) of the time to file a return. You must file Form 4868 by April 15 and pay the tax which you reasonably estimate will be due.

You can request an additional extension of time to file your tax return by filing IRS Form 2688 or by sending a letter to IRS on or before the extended due date (which will usually be August 15). This type of extension will only be approved if you previously filed Form 4868, or in cases of undue hardship. If you are requesting an additional extension of time to file Form 1040, you must indicate whether you have filed an income tax return on time for each of the last three years, and if not, why not; and whether you were required to file an estimated tax return during the tax year, and if yes, whether it was filed on time.

Generally, you may use short Form 1040-A if all of your income was from wages, tips, taxable scholarships, unemployment compensation, dividends and interest; your taxable income was less than \$50,000; you do not itemize deductions; and you claim no credits except the child care credit, the credit for the elderly or disabled or the earned income credit.

Any deviations from the simplified form such as itemizing deductions, claiming alimony, business,

travel or moving expenses, requires the use of IRS Form 1040. IRS Form 1040-EZ can be used by single individuals (with no dependents) who have taxable income under \$50,000 from only wages, salaries, tips, taxable scholarships and less than \$400 in interest income and do not itemize deductions or claim any adjustments to income (including deductions for contributions to Individual Retirement Accounts) or tax credits. If you have dividend income, you may not use Form 1040-EZ.

Note that "dividends" include interest from money market mutual funds and bond mutual funds but *not* credit union dividends, which are actually considered interest income. To determine which form you should use, consult the guidelines in the instruction manual that accompanies your tax return form or IRS Publication 17.

Navy members who are, or are related to, non-resident aliens, often have special tax considerations. For more information, non-resident aliens should obtain IRS Publication 519, "U.S. Tax Guide for Aliens."

Your tax paying responsibilities don't stop at the federal level. Depending upon where you call home, you may be liable for state or local tax (city or county).

The Soldiers' and Sailors' Civil Relief Act protects your military pay against taxation by a state in which you are not a legal resident but are residing in by virtue of military orders. Income derived from a business, rental property or civilian employment can be taxed by the state in which it is earned.

Your spouse or children are not protected by the act and may be subject to income tax by two or more states. If this occurs, contact your local legal assistance office to aid in resolving the matter.

Federal law requires withholding for state income taxes upon the state's request. All income-taxing

states are making a concerted effort to locate delinquent taxpayers and are imposing penalties and interest for failure to file and pay appropriate state taxes.

Although several states impose no personal income tax, or exempt military pay, you may still have to file a return for record purposes even though you may not owe tax. Filing a return also shows intent to retain legal residence in that state, thus protecting yourself against claims by other states.

Members from cities and counties which impose income taxes should correspond directly with the authorities of those jurisdictions to find out if there is a tax liability.

It is important not to confuse the terms "home of record" and "state of legal residence." There may be a difference. State of residence or "domicile" refers to the place where you intend to return to and live after your discharge or retirement, and where you have a permanent home. "Home of record" is used to determine travel allowances upon separation from active duty.

Enlisted people may change their "home of record" any time they sign a new enlistment contract. Officers may change theirs only to correct an error or after a break in service.

Your state of legal residence does not change so easily. It usually stays the same wherever you go. This protects you from having to pay taxes in a state in which you live only because you are in the military.

To change your state of legal residence, certain actions should be taken. You will actually have to live in the new state. You show your intentions to become a legal resident by registering to vote in the new state, by titling and registering your car in the new state (notifying your old state of the change), by preparing a new last will and testament (indicating your new state as your legal residence and by paying taxes to the

new state. Buying real property in the new state will also reinforce your claim. It is a good idea to write a letter to the tax authorities in the old state informing them that you are changing your residence and have moved to a new state.

Unless you show such clear intentions, your state of legal residence probably will not be changed. If you don't make certain it has been changed, you may find you are not entitled to certain privileges which depend on legal residence, such as eligibility for lower resident tuition rates at state universities or eligibility to vote and hold public office.

Also, you may find that *both* states want to tax your pay.

Particular care should be taken to ensure your pay records are up to date concerning your state of legal residence. If incorrect, you may wind up paying taxes to the wrong state, or paying taxes and penalties in more than one state. If you have any doubt about your state of legal residence, contact your legal assistance office.

If your records are not correct, get a "State of Legal Residence Certificate," DD Form 2058 from your finance officer. When you complete this form turn it in and the state currently shown on your records will

be notified of the change. You may also be required to complete a W-4 form to determine the amount of withholding, or exemption from withholding state taxes.

Financial responsibilities

Just like anyone else, a military member is expected to pay just debts and to pay them on time. Non-payment of a debt can lead to serious consequences for one's military career, even up to receiving an administrative discharge.

Failure to pay just debts is an offense under the Uniform Code of Military Justice. However, the failure must be judged to be characterized by deceit, evasion, false promises or other circumstances indicating deliberate non-payment or indifferent attitude toward one's just debts.

The armed forces do not have legal authority to make you pay private debts, nor can they act as a collection agency by taking part of your pay to settle a debt (Under Public Law 93-647, part of your wages can be garnished for court-ordered alimony and child support payment). Yet DoD is required by law to provide to your creditors certain information about you that may aid in locating you for purposes of collecting the debt.

For example, information that must be made available to anyone who requests it includes your name, rank, date of rank, salary, present and past duty assignments, future assignments (that are final), military phone number and address.

If you find you can't meet payments, go to your legal assistance attorney right away. The legal assistance attorney normally can't represent you in court, but he or she can tell you what your legal rights are and may be able to suggest a workable plan for saving your credit standing and your military career.



U.S. Navy photo

Also, don't fail to take advantage of the personal financial management and budgeting information you can obtain through family service centers. The Navy-Marine Corps Relief Society also provides budgeting assistance and financial counseling, and may be able to grant you an interest-free loan.

There are several other avenues open to you that could ease your financial problems:

- You may be able to arrange for your creditors to extend the contract time, thus reducing the size of the payments until you are back on your feet financially. You may be charged more interest or finance charges in the long run, but your debt will become manageable. Also, your creditors will have proof of your good faith and intention to pay your just debts.

- Set up an appointment with a loan counselor at your credit union or bank. The counselor can aid you in setting up a credit arrangement. If your creditors agree, you could arrange an allotment of an agreed sum each pay period. This allotment would be paid into the credit union where a credit union officer would pay each of your creditors an amount proportionate to the total you owe each of them.

- Another form of relief is to negotiate a consolidation loan. Again, this may cost you more in the long run, but at least it will lower your monthly payments to a more reasonable amount.

- Some people seek to solve their debt problems with a second mortgage on their homes. Since the lender on the second mortgage has less claim on the home than the holder of the first mortgage, the interest rate on the second mortgage will be higher.

When you take out a second mortgage on a home, usually you must make payments on both the first and second mortgages at the same time.

Before deciding on this move, be sure you can make the double payment. A hastily arranged second mortgage you can't handle can cost you the home in which you already have a substantial investment.

- Another possibility, in a severe debt situation, is the wage earner bankruptcy plan. A debtor can take up to three years to pay off debts under this plan. Consult your legal assistance attorney before making this move.

- As a last resort, you can file a regular bankruptcy petition; members of the armed forces have the same bankruptcy rights as other individuals. However, this action could be detrimental. Consult your legal assistance attorney before taking this very serious and final step.

If, for one reason or another, you do fall behind in your payments, you still are protected against certain harassment procedures sometimes used by debt collectors.

Under the Fair Debt Collection Practices Act, debt collectors are defined as those collecting debts other than debts owed to them personally and are not permitted to contact third parties, including your commanding officer, other than to ask about your identity and whereabouts.

The debt collector cannot tell a third party that you owe any debt or call any third party more than once, except to correct or supplement information.

In attempting to contact you, debt collectors normally must make their calls between 8 a.m. and 9 p.m. If you have an attorney, the debt collector must contact your attorney rather than you.

If you notify the debt collector in writing that you refuse to pay or that you wish not to be contacted again, the debt collector is forbidden by law to contact you, except to inform you that no further efforts will be made to collect, or to inform you of any

formal legal actions that are being brought against you.

Harassing or threatening conduct, use of obscene or profane language and repeated telephone calls intended to annoy you are forbidden. Misrepresentation of the debt collectors business or of any of the remedies that might be involved is also forbidden. Post cards, which can be read by other people, cannot be used by debt collectors to communicate with third parties.

Within five days of initial contact, debt collectors must send you a written notice telling the amount of the debt, name of the creditor to whom it is owed and a request that the debtor (you) acknowledge the debt.

If you don't feel that you owe the debt, you should immediately tell the debt collector, *in writing*, that you dispute the debt.

You may be able to dispute the amount even if the promissory note you signed is sold to somebody else. If your new car is defective, you may be able to dispute the debt, even if the dealer you purchased the car from sold your note to a bank.

If you feel you are being harassed in any way, contact your legal assistance attorney. An attorney can advise you of your right to bring legal action against the collector.

Legal obligations

When you change duty stations, more than likely you will change states or even countries. Being in the Navy does not excuse you from obeying the laws of that state or country. It is your responsibility to learn the laws of the area in which you are stationed.

If you bring your car to your new duty station, you must inquire about regulations regarding registration, licensing, taxes, title fees, inspection and insurance. Usually, your welcome aboard package will contain

such information. If it doesn't, find out for yourself.

If your automobile is registered in the state of your domicile (home state) in your name alone, you are not normally required to obtain new license plates. If a state requires local registration, only a nominal fee may be charged. If licensed in the state where you were last on duty, you normally must license your car in the state of your domicile or the state where you currently reside.

If your car is licensed jointly in your name and someone else's (such as your spouse or parent), you will probably be required to obtain license plates and register your car in the state in which you currently reside. You could also owe personal property taxes in both states.

Each state differs and it's important to find out about any other laws that may affect you and your family. These laws include: handgun laws, pet licensing, traffic laws, real estate and personal property tax laws. Remember, ignorance of the law is no excuse. You will be held accountable for your actions.

Voting

Congress determines salary levels, benefits and the very nature of life in the military, but you have a fundamental right to choose those who will represent you and make the decisions that affect your life and career. That right does not diminish as the distance from the voting booth increases.

Congress passed The Uniformed and Overseas Citizens Absentee Voting Act Aug. 15, 1986. This bill consolidated previous federal acts affecting U.S. military personnel and civilians overseas and provides for a federal write-in absentee ballot for use in general elections for federal offices only. To be eligible to use the federal write-in ballot, voters must be overseas (all FPO addresses are

eligible) and must have made timely application for their state absentee ballot.

Overseas citizens have the right to vote in federal elections in the state in which they resided before going abroad, even if they no longer maintain a residence in that state. Military personnel and family members eligible to vote may vote absentee from within and out of the United States.

Most states allow 17-year-olds to register and request an absentee ballot if they will be 18 years of age on or before the election date.

Each state accepts the Federal Post Card Application (FPCA) form as a request for registration and ballot. The FPCA form is familiar to local election officials throughout the country. It is distributed to overseas corporations, organizations, military installations and U.S. Embassies and consulates for regions in which U.S. citizens reside.

The timely receipt of absentee ballots continues to be a major problem among military members, their family members and overseas civilians attempting to vote. Ideally, election officials should mail absentee ballots to overseas addresses 45 days before the election to insure the ballot's timely return, or 45 days before the deadline for the receipt of voted absentee ballots if the deadline is other than election day. This 45-day transit time derives from information obtained from the U.S. Postal Service, military postal authorities and post-election surveys conducted by the Federal Voting Assistance Program office.

Some states have enacted legislation that allows ballots to be mailed earlier; others have extended the deadlines for the receipt of voted ballots to a specified number of days after the election. Check the *Voting Assistance Guide* to see if your state is one of these. Whenever possible, voters are advised to have the voting

envelope hand stamped to ensure a date appears on the envelope.

Twenty-one states have authorized special blank absentee ballots for military members and others who have difficulty voting with regular absentee ballots. The states are: Alaska, Arizona, California, Connecticut, Georgia, Iowa, Louisiana, Maine, Missouri, Nebraska, New Hampshire, North Dakota, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Utah, Washington, West Virginia and Wisconsin. In these states, absentee ballots are available from local election officials 20 to 90 days before the election. Check the *Voting Assistance Guide*, because each state's statute varies.

A Federal Write-in Absentee Ballot (FWAB) has been authorized to provide an alternative to overseas voters, civilian and military, who do not receive the regular state absentee ballot. To be eligible for this ballot, voters must have made timely application for the regular absentee ballot. The FWAB would be submitted and processed in the manner provided by law for absentee ballots in the state involved. A voter must apply for a regular absentee ballot which must be received by local election officials not less than 30 days before the general election. If overseas voters don't receive the regular state ballot in time, they may use the FWAB and write in the name of the candidate or write in the name of a political party (in which case the ballot shall be counted for the candidate of that political party).

An overseas voter who submits an FWAB and later receives a state absentee ballot may submit the state ballot, but will have the responsibility for informing the appropriate local election official that he or she has submitted more than one ballot. Contact your voting assistance officer if you have questions about voting. □

3

Health Care

Two of the most important benefits the Navy provides sailors and their families are medical and dental care through uniformed services medical treatment facilities (USMTF) operated by the Navy, Army and Air Force. Active-duty members, retirees and their families receive quality care that they otherwise could not enjoy except at great cost. Naval hospitals and clinics, as well as military medical treatment facilities (MTFs), provide most of this care. However, when care is not available in an MTF, health care is available through civilian providers. This rights and benefits article reviews the health care programs available in the Navy.



Health Benefits Adviser

Almost every MTF has a Health Benefits Adviser (HBA) to provide information and guidance about your health care benefits and help you get the care you need.

HBAs have access to information concerning all aspects of your health care benefits, and they can help you understand your benefits under the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS). However, health benefits advisers aren't responsible for CHAMPUS policies and procedures and have no authority to make benefit determinations, or to obligate government funds. They are there to provide information and assistance to you. For a handy reference, ask

your HBA for the new booklet, "Your Navy/Marine Corps Medical Benefits" and a CHAMPUS Handbook.

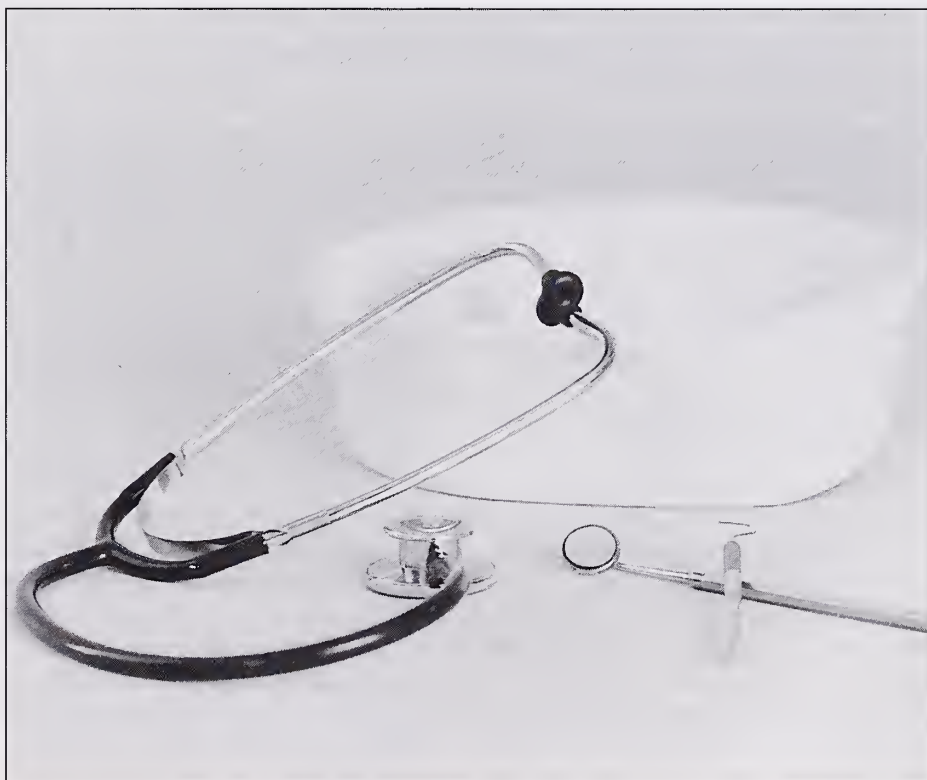
Active-duty members receive the major portion of their health care through Uniformed Services Medical Treatment Facilities (USMTF) that are operated by the Navy, Army and Air Force. They may also utilize the services of 10 former U.S. Public Health Service facilities that are designated as uniformed services treatment facilities (USTF) (names, addresses and telephone numbers listed on Page 18), as well as two hospitals still operated by the U.S. Coast Guard. Entry into the system is usually through sick call, by appointment to a general medical

clinic or through the emergency room (in the event of a serious injury or life-threatening illness).

Under the Non-naval Medical and Dental Care Program, active-duty, active-duty-for-training and inactive-duty-for-training members may receive emergency and pre-authorized care from civilian sources. All claims for care are processed by an Office of Medical/Dental Affairs (OMDA). Send your claims to: Officer in Charge, Naval Office of Medical/Dental Affairs, Great Lakes, Ill. 60088-5200 or call toll free at 1-800-876-1131.

Civilian claims

Active-duty Navy and Marine



U.S. Navy photo

Table 1. Uniformed Services Treatment Facilities

The following former U.S. Public Health Service facilities operate as "designated USTFs" for the purpose of rendering medical and dental care to active-duty members and all CHAMPUS-eligible individuals.

Outpatient services only

Martin's Point Health Care Center, 331 Veranda St., Portland, Maine 04103,
POC: HBA (207) 828-2429

Lutheran Medical Center, 2609 Franklin Blvd., Cleveland, Ohio 44113,
POC: HBA (216) 363-2429

St. Joseph Hospital, 1919 LaBranch St., Houston, Texas 77002,
POC: HBA (713) 757-7455

St. Mary's Hospital, 404 St. Mary Blvd., Galveston, Texas 77550,
POC: HBA (409) 766-4302/4317

St. Mary's Hospital, 3600 Gates Blvd., P.O. Box 3696, Port Arthur, Texas 77643-3696,
POC: HBA (409) 893-2040, Ext. 118

Inpatient and outpatient services (active-duty only, outpatient for all others)

Brighton Marine Public Health Center, 77 Warren St., Boston, Mass. 02135,
POC: HBA (617) 782-6136

Bayley Seton Hospital, Bay St. and Vanderbilt Ave., Staten Island, N.Y. 10304,
POC: HBA (718) 390-6111

Inpatient and outpatient services

Homewood Hospital Center, 3100 Wyman Park Dr., Baltimore, Md. 21211,
POC: HBA (301) 338-3361

Hospital of St. John, 18100 Hospital Blvd., Suite 100, Nassau Bay, Texas 77058,
POC: HBA (713) 333-9188

Full services retirees/family members only

Pacific Medical Center, 1200 12th Ave. South, Room 100, Seattle, Wash. 98144,
POC: HBA (206) 326-4082

Corps members who obtain emergency medical or dental care from a civilian provider in the 50 United States, the District of Columbia, Puerto Rico and the U.S. Virgin Islands can process their claims through the offices listed on Page 19 within the United States (less Hawaii).

For the 48 continental United States, the District of Columbia and Alaska, the Naval Office of Medical/Dental Affairs (MedDen Affairs) is responsible for care rendered or to be rendered within those areas.

Because the government is responsible for all medically necessary care for each member performing active-duty and inactive-duty training, there is little need to expand upon the benefits that may be rendered.

However, if a person receives care under the Non-naval Medical/Dental Care Program and payment is denied, the member has the right to appeal.

When an active-duty member's civilian medical claim has been initially denied by MedDen Affairs, it can be submitted again for reconsideration to MedDen Affairs. After the second denial, the next level of appeal is the Chief, Bureau of Medicine and Surgery (BuMed), Washington, D.C. 20372-5120. If BuMed denies the claim, the last level of appeal would be the Surgeon General of the Navy at BuMed.

Dependent Care — If eligibility as a dependent is established through Defense Enrollment Eligibility Reporting System (DEERS), the Uni-

formed Services Health Benefits Plan (USHBP) provides access to health care services worldwide on a space available basis at all UMTFs, USTFs or through CHAMPUS.

CHAMPUS (Basic Program)

CHAMPUS is a cost-sharing program designed to supplement MTF resources when care is not available through an MTF, a USTF, or when it would be medically inappropriate to require the beneficiary to use an MTF.

By law, CHAMPUS pays only for medically necessary care and services that are provided at an appropriate level of care. Claims for services that don't meet this definition may be denied. That is why it is important to check with your HBA before seeking non-emergency care in the civilian community.

Eligibility under CHAMPUS. The active-duty member is never entitled to CHAMPUS benefits. Those covered are:

- Husbands, wives and unmarried children of active-duty service members.
- Retirees, their husbands or wives and unmarried children.
- Unremarried husbands and wives and unmarried children of active-duty or retired service members who have died.
- Husbands, wives and unmarried children of reservists who are ordered to active duty for more than 30 days (they are only covered during the reservist's active-duty tour) or reservists who die on active duty.
- Certain former spouses of active or retired military who were married to a service member or former member who had performed at least 20 years of creditable service for retirement purposes at the time the divorce or annulment occurred. Please call or visit your local Personnel Support Detachment if you think you may qualify as a former spouse.

Dependent parents and parents-in-law are not eligible for CHAMPUS benefits, although they may receive care in military hospitals and clinics. If you think you are eligible for CHAMPUS benefits, contact your HBA.

Loss of CHAMPUS Eligibility

All CHAMPUS-eligible persons, except family members of active-duty members, lose their CHAMPUS eligibility when Medicare coverage becomes available to them if they suffer from the final stages of renal (kidney) disease. Medicare coverage begins the first day of the third month after the month in which a course of maintenance kidney dialysis (blood cleansing) begins (coverage may start sooner if the patient participates in a self-care training program in expectation of beginning self-dialysis). Or, it begins the month in which a patient enters the hospital to prepare to receive a kidney transplant.

Medicare eligibility ends for chronic kidney disease patients with the 36th month after the month in which they receive a successful kidney transplant, or with the 12th month after the month in which the course of maintenance dialysis ends. When this happens, CHAMPUS eligibility of such patients is reinstated if they are otherwise still eligible. These patients must take action to be reinstated as CHAMPUS beneficiaries and must obtain a new ID card.

All CHAMPUS-eligible persons, except family members of active-duty members, also lose their CHAMPUS eligibility when they become eligible for Medicare coverage because they are drawing Social Security disability monthly benefits. When the disability ends and Medicare eligibility ceases, CHAMPUS eligibility resumes if such persons are otherwise still eligible for

CHAMPUS. As with kidney disease patients, these persons must ask to be reinstated as CHAMPUS beneficiaries, and must obtain a new ID card.

If you are the widow or widower of a service member, and remarry someone outside the uniformed services, you are no longer covered by CHAMPUS.

Retired reservists and their families are covered by CHAMPUS after the reservist reaches age 60. Check with your HBA.

Families of veterans with 100 percent permanent disability, or of veterans who died from a service-connected disability may be covered by CHAMPVA (See Page 23) as long as they are not eligible for CHAMPUS.

DEERS. You must be enrolled in DEERS in order to receive non-emergency care in service hospitals or to have claims for civilian health care processed by CHAMPUS. Both active-duty and retired military

sponsors, and all of their eligible family members, must be entered in the DEERS network. If you're not signed up with DEERS, contact the nearest military personnel office and find out how to do so.

Participating provider. Not every civilian provider participates in CHAMPUS. "Participate" means that a provider submits claims directly to the CHAMPUS claims processor and agrees to accept as full payment the allowable charge. Other than your cost-share obligations and deductible (for outpatient care), a participating provider can't collect any additional amount from either the government or you.

Preferred provider. A preferred provider agrees, at a minimum to "participate" and in addition, usually offers a discount.

Non-participating provider. When a provider does not participate and charges more than that determined by CHAMPUS to be allowable, you

Table 2. Offices of Medical Affairs and Offices of Dental Affairs

The following Offices of Medical Affairs (OMAs) and Offices of Dental Affairs (ODAs) have responsibility for medical cognizance of the sick and injured; claims processing and adjudication of pre-authorized non-naval care; and before or after-the-fact approval or disapproval of requests for non-emergency medical, dental or maternity care within their areas of responsibility. The areas and the OMA and/or ODA are:

For medical care within CONUS and Alaska

Officer in Charge, Naval Office of Medical/Dental Affairs, Great Lakes, Ill. 60088-5200, Tel: 1-800-876-1131.

For medical care rendered in Hawaii

Commanding Officer, Naval Medical Clinic, Box 121, Pearl Harbor, Hawaii 96860-5080, Tel: (808) 474-4410.

For dental care rendered in Hawaii

Commanding Officer, Naval Dental Clinic, Box 111, Pearl Harbor, Hawaii 96860-5000.

For medical and dental care rendered in Puerto Rico, Virgin Islands and other Caribbean Islands

Commanding Officer, U.S. Naval Hospital, FPO Miami 34051, Tel: (DSN) 831-4406 or (809) 865-6211.

For medical and dental care rendered in Mexico and Canada

Chief Bureau of Medicine and Surgery, Code (Med-334), Washington, D.C. 20372-5120, Tel: (DSN) 294-1081 or (202) 653-1081.

are liable not only for your share of the allowable charge as described above, but also any amount in excess. Participation is voluntary but encouraged— an independent civilian provider is not bound to accept every CHAMPUS beneficiary. Before you receive care, make sure the provider participates in CHAMPUS. Providers may agree to participate on a claim-by-claim basis. Your HBA can provide you with a list of local physicians who have agreed to participate in the CHAMPUS program.

Family members of active-duty service members pay \$8.95 a day or \$25 for the entire hospital stay, whichever is greater. The daily rate may change each year.

When there are less than 60 days between successive admissions, CHAMPUS considers it as one confinement in computing charges, with two exceptions:

- Successive inpatient admissions related to a single maternity episode are counted as one confinement regardless of the number of days that elapse between admissions.

- A maternity admission and an admission related to an injury are considered separate admissions and cost-shared accordingly.

CHAMPUS outpatient deductible and cost-sharing

If an active-duty family member receives outpatient care, he or she pays the deductible plus 20 percent of the CHAMPUS-determined allowable charge. For other beneficiaries (retirees, their dependents, etc.), CHAMPUS pays 75 percent of the allowable charge after the same deductible has been met. If services and supplies are not covered by CHAMPUS, the beneficiary pays the provider directly.

For services CHAMPUS patients receive from Oct. 1, 1991, through Sept. 30, 1992, most will pay the first

\$150 (for one person) or the first \$300 (for a family) of allowable outpatient medical bills.

The only exception is eligible family members of active-duty military sponsors in the pay grade of E-4 or below who pays an annual outpatient deductible of \$50 for one person or \$100 for the whole family.

Non-availability statements

If you live within the "catchment area" of an MTF (determined by the zip code of your place of residence), and have no other primary health insurance, you must seek non-emergency inpatient care from that MTF before receiving care in the civilian community. Effective Oct. 1, 1991, this policy also applies to the selected outpatient procedures listed below.

If the MTF can't provide the care you require, the HBA will issue an automatic non-availability statement (NAS) which lets the CHAMPUS claims processor know that care was not available at the MTF. This is very important because the CHAMPUS claims processor will deny your claim(s) without this statement.

Please be sure to see your HBA prior to receiving non-emergency inpatient care or ambulatory surgery from a civilian provider if you live within the zip code catchment area of an MTF.

Non-availability statements for CHAMPUS outpatients

In the past, NASs were needed only for non-emergency inpatient care from civilian sources of people who lived within the zip code service area of the nearest military hospital.

Effective Oct. 1, 1991, some CHAMPUS-eligible persons require NASs from nearby military medical facilities before CHAMPUS will

share the cost of certain outpatient treatments that they receive from civilian health care providers.

There are 14 outpatient procedure categories for which NASs will be required. They include: Certain hernia repairs; Breast mass or tumor removal; Nose repair (rhinoplasty, changing the shape of the nose); Removal of tonsils or adenoids; Cataract removal; Strabismus repair (surgery to lengthen or shorten muscles that help eyes to function together); Dilation and curettage (widening of the cervical canal and scraping of the uterine cavity); Upper GI endoscopy (visual examination of the interior of the upper gastrointestinal tract); Myringotomy or tympanostomy (incision of the tympanic membrane in the ear to relieve pressure and drain the middle ear. Includes placement of tubes in the ear to aid drainage); Tubal Ligation or transection of the fallopian tubes (severing the fallopian tubes to prevent fertilization); Arthroscopy (use of an instrument to visually examine the interior of a joint); Gynecological laparoscopy (use of a laparoscope to examine female reproductive organs in the abdomen); Cystoscopy (use of an instrument to examine the interior of the bladder); and Neuroplasty (decompression or freeing of nerves from scar tissue).

NASs must be entered electronically in the DEERS computer by the service hospital or the CHAMPUS claim will be denied. Beneficiaries are no longer required to attach a copy of the NAS to the claim form.

Maternity cost-sharing

A maternity care episode starts when a woman becomes pregnant and continues through the end of the 42nd day following the termination of the pregnancy. Special maternity care cost-sharing provisions cover this period of time only. Thereafter,

regular cost-sharing rules apply.

When an expectant mother plans to have her baby at a civilian hospital or similar facility, CHAMPUS will generally share the cost on an inpatient basis. If she resides within the zip code catchment area of a USMTF or USTF, a non-availability statement must first be obtained for claims to be paid.

If an expectant mother intends to have a home delivery, the entire maternity episode is cost-shared on an outpatient basis, including any inpatient admissions which may occur in connection with the pregnancy.

The key to how the episode is cost-shared by CHAMPUS is based upon the intent of the delivery site. Expectant mothers are encouraged to obtain a non-availability statement as soon as their pregnancy is established if they live within the zip code catchment area of one of the prescribed military medical treatment facilities.

Obtaining this statement will protect the expectant mother from the charges connected with unforeseen

inpatient care in a civilian hospital.

CHAMPUS pre-authorization

Before CHAMPUS will share the cost of certain services and supplies, prior approval must be obtained in writing before the care is received. Pre-authorization protects you financially in those areas of CHAMPUS with program limitations.

All benefits under the Program for the Handicapped require pre-authorization from the CHAMPUS claims processor.

Adjunctive dental care, hospitalization for a medical or surgical condition in excess of 90 days and certain mental health services in excess of 60 days require pre-authorization.

CHAMPUS double coverage

Double coverage occurs when beneficiaries have any other coverage from health insurance or a health plan which they are entitled to by law, such as worker's compensation or an employer-sponsored plan, group coverage or privately-purchased insurance.

Public Law 97-377 requires that if

there is any other duplicate coverage, the other plan must pay first. Exceptions to this are maternal and child health programs, Indian health programs, CHAMPUS-specific and financial supplemental plans.

When the dependent of an active-duty member is entitled to Medicare, that program's benefits must be used before CHAMPUS payment can be considered.

When worker's compensation is involved, CHAMPUS will consider benefits for payment only after other benefits available are exhausted. Documentation must show this is the case and there is no option to waive other benefits in favor of CHAMPUS.

Basic program benefits

The CHAMPUS basic program is similar to the fee for service health insurance plans. It covers medically necessary inpatient and outpatient services, durable medical equipment, medical supplies, prescription drugs and mental health services. Benefits fall into three categories:

- Institutional benefits — services and supplies provided by hospitals or skilled nursing, residential treatment and certain specialized treatment facilities.
- Professional benefits — services rendered by physicians, dentists, clinical psychologists, podiatrists, certified nurses, midwives and other CHAMPUS authorized providers.
- Other benefits — ambulance services, prescription drugs, medical supplies and durable medical equipment such as wheelchairs, etc.

Program for the handicapped

The second part of CHAMPUS is a special program to assist active-duty members with handicapped dependents who can't obtain state-funded services because they don't meet residency requirements. Only the

Patients are routinely tested at allergy/immunization clinics.



seriously physically handicapped or moderately to severely retarded qualify for assistance. Dependents of active-duty members and those receiving care in the program at the time of a sponsor's death are eligible only if the sponsor was receiving hostile-fire pay at the time of death and the dependent was enrolled.

Before an individual receives benefits, he or she must meet certain general criteria. The condition must be expected to last for at least 12 months. Because of the condition, the impaired individual can't engage in activities of daily living expected of individuals in the same age group. CHAMPUS then determines whether the situation warrants participation in the Program for the Handicapped.

Benefits include diagnostic services, rehabilitation, training, special education, institutional care, durable medical equipment, certain transportation costs to and from the places of treatment and hearing aids in certain cases. Benefits don't include payment for custodial care, dental care or alterations to living spaces or motor vehicles.

Under the Program for the Handicapped, the beneficiary pays a portion of the costs of each month's care according to a sliding scale (ranges from \$25 to \$250) based on paygrade. CHAMPUS then pays its share up to a maximum of \$1,000 per month for the first family member. The sponsor pays any additional amount. If additional family members are placed into the program, the cost share for the family remains as if only one family member were in the program.

Filing a CHAMPUS claim

The two basic categories for submitting claims under the basic program are institutional and non-institutional. Non-institutional claims (care from civilian providers such as

physicians, pharmacies or ambulance companies) account for about 70 percent of all claims.

Because of errors, CHAMPUS returns three out of every 10 claims. This slows payment to you and to the providers submitting claims. CHAMPUS personnel can't fill in items that are omitted; they must mail the claim back for completion if they are unable to complete the form by phone.

CHAMPUS forms

For claims involving services or supplies provided by civilian hospitals or institutions in the United States, the form UB-82 is used. Non-institutional services or supplies can be claimed on CHAMPUS Form 500 for outpatient care.

For CHAMPUS Form 500, fill out the "Patient/Sponsor" section, items 1 through 18, and be sure to sign the form.

Block 14 of CHAMPUS Form 500 requires other insurance information. CHAMPUS-specific supplemental insurance should be entered in this block, but has no impact on your CHAMPUS coverage. Indicate "yes" and fill out the remaining portion of the block. Be sure to indicate "other" in the "Type of Coverage" Block 14a, and write in "CHAMPUS Supplemental" in 14d if applicable.

Block 18 of CHAMPUS Form 500 requires a signature. For family members 17 years of age or less, the sponsor or other responsible family member can sign. All patients 18 years of age or older, unless incapacitated, must sign the form. The signature block information is a major cause of rejection for CHAMPUS claims. A common error is made when the sponsor signs for his/her spouse.

If you received care from a participating provider, the provider completes and sends the form to the

CHAMPUS claims processor who handles claims for the area in which you received care.

If you use a non-participating provider, the CHAMPUS claims processor sends the CHAMPUS portion directly to you. Payment of the entire cost then becomes your responsibility.

When a non-participating provider is involved, fill out Section I, attach legible copies of itemized paid or unpaid bills or itemized receipts to the form, and mail to the claims processor serving the area where care was rendered.

The most important thing to remember when filing claims for prescription drugs is to carefully follow the directions attached to the claim form. You will need to identify, by name and dosage, drugs and injections dispensed or administered by providers.

Bills or receipts for prescription drugs must show the name and address of the pharmacy, prescription numbers, dates prescriptions were filled, drug name, dosage, strength, name of patient, amount charged, name and address of prescribing physician and the diagnosis.

As you meet your annual outpatient deductible, CHAMPUS will indicate the amount paid to date on the Explanation of Benefits form sent to the beneficiary. If a beneficiary receives care in different areas of the country, causing claims to be paid by two different claims processors, you should send a copy of the Explanation of Benefits to the other claims processor to show that the deductible has been paid. This will avoid the payment of two deductibles.

Submit all claims to the appropriate CHAMPUS claims processor no later than Dec. 31 of the calendar year immediately following the calendar year in which care was received. For example, a claim filed for services during calendar year

Field surgical team doctors prepare to operate.

1992 must be filed no later than Dec. 31, 1993.

CHAMPUS appeals and hearings procedures

You and participating providers can appeal CHAMPUS claim decisions. This administrative process doesn't replace a beneficiary's right to initiate legal action. However, a court rarely agrees to consider such a case until all other remedies have been exhausted.

Your health benefits adviser has details on how to appeal a CHAMPUS claim decision.

Dependent Dental Plan

Dependents of active-duty service members can receive basic diagnostic and preventive dental services for a small monthly deduction from the military person's pay under the Dependent's Dental Plan. The dental services are provided by participating civilian dentists.

The deductions are \$5.20 per month if one family member is enrolled, and \$10 per month if two or more family members are enrolled in the DDP program. The monthly deductions are low because the government covers the majority of the cost.

In addition to basic services covered by the plan, certain restorative services can be obtained with 80 percent coverage — the military member pays only 20 percent of the cost.

Such services include fillings, repairs to dentures and stainless steel or plastic crowns for baby teeth. Services not covered by the plan must be paid in full by the military member.

Your HBA can answer questions concerning these dental benefits.



U.S. Navy photo

CHAMPVA

Through the Civilian Health and Medical Program of the Veterans Administration, the VA shares the medical bills of families and survivors of certain veterans.

Once a person's eligibility is decided by the VA, benefits are cost-shared the same way that CHAMPUS covers families of retirees.

CHAMPVA policies are not determined by CHAMPUS. CHAMPUS only processes claims for CHAMPVA.

For more information on CHAMPVA, contact your local HBA or VA office.

Supplemental insurance

Many military-oriented groups offer supplemental insurance that pays the deductible and the patient's cost-share (based on CHAMPUS allowable charges). For further information about these plans, contact your HBA or call the plan direct.

Retirees and active-duty families who reside a distance from a USMTF or USTF should certainly consider



buying supplemental insurance. The beneficiary's share of medical bills can be financially devastating, especially if a family is living on a fixed income. The HBA has a list of supplemental insurance carriers available upon request.

Late in 1991, Congress re-established CHAMPUS eligibility until age 65 for persons who lost CHAMPUS eligibility when a disability (not end-stage kidney disease) entitles them to Medicare Part A and if they are enrolled in Medicare Part B.

New laws making CHAMPUS second-pay to Medicare for these eligible persons, restored eligibility on Oct. 1, 1991, for military retirees and their dependents. For all other CHAMPUS-eligible persons, the date of restored CHAMPUS eligibility was Dec. 5, 1991. The above eligibility limitations don't apply to the family members of active-duty service members; they do not lose CHAMPUS benefits if they become Medicare-eligible.

What CHAMPUS pays persons with restored eligibility will depend on whether care received is a benefit under both Medicare and CHAMPUS. If the care is covered by

CHAMPUS but not covered by Medicare, CHAMPUS will cost-share the care as a routine claim.

If care is also a benefit under Medicare, a claim will first have to be submitted for payment under Medicare Part A or B. When Medicare, and an individual's Medicare supplemental insurance policy has paid, a CHAMPUS claim may be submitted. CHAMPUS payment will be determined using unique procedures required by the new laws.

CHAMPUS claims processing contractors receive and process claims for people who have had their eligibility restored under the laws.

Under interim guidelines for handling CHAMPUS claims for these persons, the CHAMPUS claims processing contractor must verify the person's eligibility as well as determine the payment amount.

The following must be submitted to the CHAMPUS claims processor along with the CHAMPUS claim: A copy of Medicare explanation of benefits (EOB); a copy of the Medicare supplemental insurance policy's EOB (if the patient has such a policy); a copy of the award letter for

Medicare Part A on the patient, based on disability; and a copy of the patient's Medicare card.

The Medicare EOB will show how much Medicare paid, and will also indicate the patient's Medicare deductible, co-payment, and the remaining charge owed by the patient are greater than the cost he or she must pay under CHAMPUS.

The new eligibility provisions are being put into effect as CHAMPUS contractors modify their processing systems to accept claims from persons with restored eligibility.

Under the interim guidelines, CHAMPUS claims processors will furnish eligibility information to DEERs when the required documentation listed earlier is received along with claims.

When final rules are published on procedures for determining eligibility and filing claims, the new rules will be publicized by CHAMPUS headquarters.

For persons with restored eligibility, CHAMPUS will cost-share covered care received at any time since the eligibility began anew, in October or December of 1991. For further information, contact your HBA. □

Moves and Housing

In the Navy, transfers are inevitable. However, just knowing the transfer will come doesn't make the move any easier. What makes it easier is knowing what information you need, where to get the information and what the Navy's policy is regarding permanent change of station (PCS) moves and housing. This article discusses those specific topics. It gives you tips on renting, signing a lease, buying a home, and borrowing mortgage money.



Executing PCS orders and finding affordable housing at a new duty station can be one of the most complex and disruptive times in Navy life — but it doesn't have to be.

Getting started

The first and most important step to take when arranging to move household goods is to go to the experts — your command's Personal Property Transportation Office (PPTO) — for the facts.

A successful move is not a matter of chance. It is the result of planning and a lot of hard work. If you expect a good move, you must play an active role.

Each branch of the armed services operates a PPTO — in some cases they might be jointly staffed offices. Regardless of the branch serving you, you will have experts working for you.

The earlier you meet with the personnel at your PPTO, the greater your chance of moving on the date

you select. Planning your move at least 30 days in advance normally provides the best results.

Since moving affects the entire family, you and your spouse should attend the interview with the PPTO. This is especially true when the service member may have to leave for a new duty station before his or her family, leaving the spouse to complete the move.

After reviewing your orders, the personal property counselor can advise you of the number of shipments you are authorized and entitled to ship to and from an area other than your next duty station. If your orders give you the entitlement, the counselor can allow you to make different types of shipments.

You need 12 copies of orders (and amendments, if any) to assure having enough copies to cover each type of shipment you may have. You are also required to fill out the proper forms for each type of shipment you make. These are very important forms. Read them and make sure they are filled out correctly. If they are incorrect, it could delay your shipment.

If you can't personally visit the transportation office, you may appoint someone to act on your behalf. This appointment must be in writing and a copy of it must be furnished to the PPTO arranging your move along with copies of your orders. A letter of authorization signed by you will suffice, however



U.S. Navy photo



the preferred method is a power of attorney, which your legal assistance office can help draw up and sign. Spouses are also required to have a power of attorney when making moving arrangements.

What can I ship?

You may ship household furnishings; appliances; boats; clothing and personal effects; professional books, papers and equipment; spare parts for a privately-owned vehicle; a motorcycle, moped or golf cart. You may consult your local PPTO on other items that may qualify for shipment.

Certain items such as live plants, perishable foods, aerosol cans, flammables and acids are not authorized. Your personal property counselor will provide you with a complete list of unauthorized items.

Weight limitations

Two factors govern the weight allowance for household goods you can ship at government expense: your paygrade and the location of your new duty station. You may separate professional items and authorized consumables from the rest of your property so they may be

packed, marked and weighed separately. When these items are properly listed on the inventory, their weight is not counted as part of your weight allowance.

Professional books, papers and equipment do not include office, household or shop fixtures, furniture (such as bookcases, desks, file cabinets, etc.) or sports equipment.

Unaccompanied baggage consists of items you need immediately on arrival at your destination, pending receipt of your household goods. It is packed and shipped separately from your household goods.

Items most often included are seasonal clothing, essential linens, cooking utensils and dishes, baby cribs and infant care articles, a small radio or portable TV and items required for health and comfort. This shipment is charged against your total prescribed weight allowance.

The government pays for two different types of storage — temporary (short-term) and non-temporary (long-term) storage. Counselors at your PPTO can tell you which type of storage applies to your situation. The total weight of all your shipments shipped or stored should not exceed your authorized weight allowance.

Boats and boat trailers are included in your weight allowance. By definition, this means canoes, skiffs, sailboats, light rowboats, kayaks and dinghies or sculls of any size, may be shipped as household goods. You are responsible for paying all additional services which include special packing, crating and handling services. It is also your responsibility to pay for any additional transportation costs above what it would have cost the government to ship a like weight of household goods. It is almost impossible to move a boat without additional charges.

You are allowed to ship one privately owned vehicle (POV) at government expense to or from an overseas area when permitted (some overseas areas restrict shipment of POVs). For the purpose of this shipment, a POV is a vehicle owned by the member or a family member (member must show proof of ownership/registration or lease agreement). Your PPTO counselor will advise you about documents needed for shipping a POV. The counselor will tell you which ocean ports serve the duty station you are leaving and the one you are reporting to overseas. The counselor will also provide a copy of the booklet, "Shipping

Your POV", which provides general information of value and specific information on the various ports.

After receiving your orders, you may ship household goods or a mobile home between permanent duty stations within CONUS and Alaska. You can also move a mobile home to a designated place if it will be used as a residence by your family members. You should receive a booklet, "Moving Your Mobile Home" from the counselor at the PPTO. Moving a mobile home can be very expensive, the average excess cost exceeded \$1,000 in 1991 per move. Don't move a mobile home without first contacting a PPTO for all the latest entitlements.

When you just can't bring yourself to turn over your belongings to strangers, you have an alternative to a commercial move, the Do It Yourself (DITY) move.

The DITY move allows you to rent a vehicle, packing equipment, purchase boxes, etc., and allows for an advance to pay for gas and tolls. You must go into a PPTO prior to making the move and to receive and fill out the proper paperwork for your cash advance. You must follow all the rules and send all the paperwork to Navy Material Transportation Office, Norfolk, Va., for your complete incentive payment. The average incentive per move for 1991 was \$540. You can do a commercial move and also have a DITY move for personal items you do not want the carrier to handle, the most important thing is to contact the PPTO for assistance prior to making the move.

You and the packers

After your interview, the PPTO makes all the arrangements with the moving company to pack, load and move your property. After arrangements have been made, they should not be changed. Changing moving dates, especially during summer

months, can mean a lengthy delay in getting your move rescheduled. Your job doesn't end with the interview — it's important that you know your own and the carrier's responsibilities in handling and moving your property.

You are responsible for dismantling TV antennas; emptying, defrosting and thoroughly washing the inside of a refrigerator and/or freezer; draining water from hot tubs and water beds; removing window air conditioners; disconnecting all electric items from power supplies; disposing of foods that could spill or might spoil in transit; disposing of worn out and unneeded items; removing pictures, curtain rods and mirrors from walls; dismantling outdoor play equipment and outdoor structures; and removing all things from the attic, crawl space or similar storage areas within the residence. Carriers are not required to go into areas that are not accessible by permanent stairway, not adequately lighted, do not have a finished floor or do not allow a person to stand erect. The list doesn't end here, you need to read the "It's Your Move" booklet for additional information.

The carrier is responsible for packing and preparing all of your property for shipment. The carrier must protect appliances, use new and clean packing material for linen, clothing and bedding; use new or like new packing material for other items; pack mirrors, pictures and glass table tops in specially designed cartons; protect all finished surfaces; properly roll and protect rugs; mark each carton to show general contents; prepare accurate and legible inventory; ensure nothing is loaded on the tailgate of the moving van; and remove all excess packing material from your residence.

If you have any problems during your move either at origin or destination, please do not argue with the carrier — call the quality control

section of the PPTO and let the experts handle the problem. As the government's representative, the PPTO has the expertise and the legal authority to identify and solve any problems that may arise during the move.

Contact the PPTO at your new duty station as soon as possible after arrival even though you may not know the delivery address for your household goods. The transportation office needs a telephone number and address where you can be reached on short notice. As soon as you have a delivery address for your household goods, call the transportation office again and provide this information. If at all possible, be prepared to accept delivery of your property as soon as it arrives. This prevents additional handling and thus reduces the possibility of loss or damage. It also reduces or eliminates storage expenses.

Unless you release your shipment at a higher valuation, such as lump sum valuation or full replacement value, the carrier's liability for loss or damage occurring during transit within CONUS and Alaska is limited to \$1.25 times the net weight of the entire shipment. For international shipments, the carrier's standard liability is 60 cents per pound, per article. For items placed in non-temporary storage the warehouse is liable for no more than \$50 for each item listed on the inventory. Make sure you discuss the valuation of your household goods with the PPTO counselor so additional insurance can be purchased by you if your household goods exceed the government's coverage.

On delivery, the carrier is required to provide you with DD Form 1840/1840R. You are required to annotate the DD Form 1840, to show all the damage and loss that you observe at that time. If you do not list missing inventory line items or obvious damage on this form at delivery, you may

forfeit your chance of getting paid for this loss/damage.

If you discover additional damage or loss after delivery, you must complete the DD Form 1840R, the reverse side of the DD Form 1840, and submit these documents within 70 days of delivery to your local claims office.

If you should fail to list the damage and submit these documents within 70 days, the amount you are paid will almost certainly be less, as the government will not be able to

recover from the carrier for items not reported within 70 days.

Annotation of loss or damage on the carrier's inventory or any other forms is not acceptable for processing a claim. Remember, the carrier has the right to inspect and offer to repair damaged articles. Do not throw anything away unless instructed to do so.

Housing program

Housing always has been a pri-

mary concern of Navy people regardless of duty assignment.

The principle objective of the military housing program is to ensure that all military personnel, their spouses and family members have adequate quarters. To do this, members are provided with either a basic allowance for quarters (BAQ) in the civilian community or are assigned to adequate government housing.

The basic policy is to rely on the local civilian housing market in communities near military installations as the primary source of family housing. New construction is programmed for military personnel only when community support is limited or inadequate due to cost, distance or quality.

Each year, certain military installations conduct surveys to determine whether a local community's housing market can meet the Navy's needs. All existing units occupied by military families and considered adequate, including owned and rental housing, are included as adequate assets on this survey. Additionally, military housing units, units under construction and congressionally approved construction programs are included. Vacant rental units in the area are also evaluated for suitability.

Several criteria are used to evaluate the rental units before they are determined suitable and usable by military members.

First, a unit must be within a one-hour commute of the base. Second, the unit must be in adequate condition, including such amenities as hot and cold running water; flushable toilet; shower and bath; electrical service; adequate heating and cooling; and a sufficient number of bedrooms for the family size. Third, and possibly most important, it must be affordable, which means that housing costs do not exceed the sum of housing allowances plus an additional amount the Office of the

**Table 1. Joint Federal Travel Regulations
Weight Allowances (Pounds)**

| Grade | PCS Without Dependents | PCS With Dependents | PCS* Weight Allowance |
|---------|------------------------------|---------------------------|-----------------------------|
| O-10 | 18,000 | 18,000 | 2,000 |
| O-9 | 18,000 | 18,000 | 1,500 |
| O-8 | 18,000 | 18,000 | 1,000 |
| O-7 | 18,000 | 18,000 | 1,000 |
| O-6 | 18,000 | 18,000 | 800 |
| O-5 | 16,000 | 17,500 | 800 |
| O-4/W-4 | 14,000 | 17,000 | 800 |
| O-3/W-3 | 13,000 | 14,500 | 600 |
| O-2/W-2 | 12,500 | 13,500 | 600 |
| O-1/W-1 | 10,000 | 12,000 | 600 |
| E-9 | 12,000 | 14,500 | 600 |
| E-8 | 11,000 | 13,500 | 500 |
| E-7 | 10,500 | 12,500 | 400 |
| E-6 | 8,000 | 11,000 | 400 |
| E-5 | 7,000 | 9,000 | 400 |
| E-4** | 7,000 | 8,000 | 400 |
| E-4* | 3,500 | 7,000 | 225 |
| E-3 | 2,000 | 5,000 | 225 |
| E-2/E-1 | 1,500 | 5,000 | 225 |

* Two years or less

**More than two years

* Entitlement is limited to 2,000 pounds or 25 percent of household goods weight allowance, whichever is greater, when shipment is to or from an overseas station that has been designated by the military service as a place where public quarters or private housing is furnished with government-owned furnishings.

Secretary of Defense has determined a member can absorb "out of pocket."

If a unit is suitable for occupancy by a military family, then it is considered in the overall supply of available housing. If the number of military families exceeds the available supply of housing, then a housing deficit exists. A market analysis is then performed to determine whether the private sector can produce additional housing to satisfy that deficit. If not, then military construction or leasing may be considered.

Construction or leasing projects must be approved by Congress through the normal programming and budgeting cycle. It normally takes between five and seven years from the time of the identification of the housing need to the actual delivery of housing, acquired through military construction, to the Navy family.

Military family housing

As popular as living in the civilian community is, base housing still is the choice of many, as evidenced by long waiting lists. There are several reasons for this: perceived savings (residential heating costs for gas, fuel oil and electricity are constantly increasing); convenience to commissaries, exchanges and maintenance facilities; and sharing the military experience with neighbors.

Military family housing falls into two categories — adequate quarters and substandard quarters.

The Navy currently manages about 73,000 adequate family housing units, which are available to service members in lieu of the housing allowance. These quarters normally are unfurnished, with the exception of a stove and refrigerator, and all the utilities — except the telephone — are paid for by the Navy.



U.S. Navy photo

To give everyone consistent treatment for assignment to quarters, the Chief of Naval Operations has established the following guidelines:

- All Navy personnel with accompanying dependents, whether assigned afloat or ashore, are eligible to obtain housing.
- There is to be no discrimination because of race, color, religion, age, handicap, national origin or sex.
- No more than 25 percent of the public quarters at any installation may be designated for officers without the specific approval of the CNO.
- Assignment shall be made to units with specific numbers of bedrooms, based on family composition, for personnel O-3 and below. For personnel in paygrades O-4 and above, assignment is made based on grade.

Navy families usually are assigned to military family housing that was built for the respective paygrade. However, sometimes local conditions permit assignment of a family

to housing formerly designated for sponsors one grade senior or junior.

Adequate family housing is designated as:

- Junior enlisted quarters (E-6 and below),
- Senior enlisted quarters (E-7 to E-9),
- Company grade officer quarters (O-3 and junior),
- Field grade officer quarters (O-4 and O-5),
- Senior officer quarters (O-6),
- Flag quarters.

Installation commanders may assign all enlisted personnel on an equal priority basis. COs retain the authority to plan, program and determine the best use of resources so that all eligible members can compete equitably for available quarters.

The Navy manages approximately 3,700 substandard quarters, which are available to all Navy members and eligible civilians, with priority given to junior enlisted personnel.

These substandard units are similar to adequate units except that

they have been declared substandard, normally because of floor space limitations. Members assigned to substandard quarters pay either the fair market rental or 75 percent of their Basic Allowance for Quarters (BAQ), whichever is less. Variable Housing Allowance/Overseas Housing Allowance payments are not authorized for personnel occupying substandard quarters.

Substandard quarters are retained only as long as they can be economically maintained in a safe and sanitary condition. Members residing in substandard quarters may remain on waiting lists for adequate family housing.

Accommodations for transient families

Transient family accommodations (TFA) are substandard quarters that have been removed from the family housing inventory and are for use by accompanied personnel of all grades assigned to ships undergoing overhaul or repair.

Naval shore installations authorized to operate TFAs and the number of units at each are: Norfolk Naval Shipyard (73), Puget Sound Naval Shipyard (347), Naval Station Mare Island (240) and Naval Station Long Beach (142).

The units are furnished and offered at minimum rental rates as approved by the Chief of Naval Personnel. Personnel taking advantage of TFAs still may draw (BAQ) or retain government housing at their regular home port.

Bachelor quarters

There are two ways in which the Navy satisfies the housing needs for personnel without families and for transients. Bachelor quarters (BQs) have been constructed at 176 installations around the world. When adequate housing for unaccompanied

personnel is not available, service members normally are eligible for compensation, either with their housing allowance or per diem. Permanent party members without families are entitled to BAQ at the without-dependent rate, and transients are entitled to the quarters portion of per diem.

Navy installation commanders plan the usage of on-base BQs so that housing requirements of each group listed in Table 1 are fulfilled in order. This ensures that service members with a greater need for Navy BQs are accommodated on base. Of course, in areas with housing shortages, all eligible groups cannot always be accommodated. To provide adequate housing to as many residents as possible, assignment priorities have been established and implemented by OpNavInst 11103.3.

Once unaccompanied personnel are assigned to quarters, or a reservation for personnel in any of the first eight priority categories are confirmed, the accommodations are committed. Normally, residents are not directed to involuntarily vacate quarters in favor of a resident in a higher priority category, except when directed by the installation commander for reasons of military necessity.

For each paygrade, DoD has defined what is adequate housing for involuntary assignment. Residents should receive no less than what is specified when assignment to a BQ is mandatory, except in cases of military necessity. At some commands with housing shortages, housing may be fully assigned to residents in higher priority categories.

When there are not adequate BQs available for assignment, Navy members may volunteer to live in substandard BQs.

At some locations, rapidly rising civilian housing costs and shortages of BQs on base combine to make adequate quarters unavailable.

In addition to providing base housing or housing allowances, the Navy

Table 2. BQ Standards

Minimum standards of adequacy for involuntary assignment of permanent party personnel and PCS students.

| Grade | Minimum Standards |
|--|---|
| O-3 and above | 400 sq. feet net living area. Living room, bedroom, private bath, access to kitchen or officers dining facility receiving appropriated funds. |
| W-1 to O-2 | 270 sq. feet, net living area. Combination sleeping/ living room with private bath. |
| E-7 to E-9 | 200 sq. feet, net living area. Private room with private bath. |
| E-5 to E-6 | 90 sq. feet, net living area. Room with no more than two people and central bath facilities. |
| E-1 to E-4, except E-1 recruits and trainees | 90 sq. feet, net living area. Room with no more than four people and central bath facilities. |
| E-1 recruits and trainees | 72 sq. feet, net living area. Open bay and central bath facilities. |

Minimum standards of adequacy for involuntary assignment of temporary duty and transient personnel.

| | |
|--|---|
| All officers and warrant officers | 250 sq. feet, net living area. Private room with bath shared by no more than one other. |
| E-7 to E-9 | 250 sq. feet, net living area. Private room with bath shared by no more than one other. |
| E-5 to E-6 | 90 sq. feet, net living area. Room with no more than four people and central bath facilities. |
| E-1 to E-4, except E-1 recruits and trainees | 85 sq. feet, net living area. Open bay (minimum) and central bath facilities. |
| E-1 recruits and trainees | 72 sq. feet, net living area. Open bay and central bath facilities. |

also helps members find a place to live in the civilian community.

Housing referral services

When you receive PCS orders, you are directed to report to the housing office for housing referral services (HRS) at your new duty station.

The housing office can ease the trauma that is sometimes associated with moving to a new area. Services offered by the HRS to help newcomers are:

- Maintaining non-discriminatory rental and sales listings for housing within commuting distance of the installation;
- Assisting in determining the vacancy/availability of specific units before the service member leaves the office;
- Investigating all complaints of discrimination;
- Maintaining a restricted sanction list of all landlords/housing complexes practicing discrimination;
- Acting as a mediator in tenant/landlord disputes when requested.

The HRS is available to all Navy members and can save time and money as well as cut down on some of the inconvenience of relocation.

Renting

When you choose to live in the community, the rent you pay — in spite of your quarters allowances — represents a sizable portion of your income. Therefore, you should be aware of some of the legal and financial obligations. Rely on your housing office to give advice for dealing with landlords in the community. Rental practices vary from location to location.

Leasing process

When you've found the place you want, you may be asked to sign an

application for a lease and to pay a deposit. This document isn't the actual lease. So before you sign it, make sure it includes a statement indicating that the money you've deposited to hold the unit will be refunded if the unit does not become available within a stated time limit. Make sure you get a receipt and a copy of the application.

Before you move in, you may be asked to pay a security deposit that usually is equal to one month's rent but can vary from location to location. The deposit is to cover the cost of any damages you may be responsible for when you vacate. If you vacate your apartment or house in good shape, so that no repairs are necessary, your deposit should be returned. Be sure to keep the receipt for your security deposit or, if you pay by check, be sure to note on the face of the check, "security deposit." If you have any problems, contact your HRS for assistance and mediation if needed.

The lease itself is a contract that defines the rights and obligations of both the landlord and tenant. When you sign a lease, you are legally bound to observe its terms. Don't take the owner's or rental agent's word that it is just a standard form and that everybody signs it. Read it over, make sure you understand it, and consult your HRS or legal assistance officer if you have any questions. Military personnel have special problems, and leases should be written to protect their interests as well as those of the landlord.

Every military tenant should insist that a military clause be included in the lease. This clause generally states that the member can terminate the lease if PCS orders are received. The clause may not allow the termination of the lease just because on-base housing becomes available.

There is no standard military clause. The wording is a matter of

negotiation between you and your prospective landlord.

Most leases are for 12 months, but if you receive PCS orders prior to the end of the term, you may exercise the military clause. However, you still may be required to give a proper notice to vacate, usually 30 days. In any case, any payments you would be required to make for early termination should be spelled out in the lease.

Laws and customs regarding the landlord/tenant relationship may vary widely from state to state. So, before you sign any lease, you should consult the legal assistance office or your housing referral officer.

Buying

Since buying a home requires a considerable outlay of money, there must be an advantage to buying rather than renting. Those who pay rent only have the use of the premises they occupy. Those who buy, however, have the potential increase in equity, as the market value of their home increases during the years.

In addition, the portion of your house payment that is applied to interest can be claimed as a deduction on your income tax return. If you itemize your deductions, you may save money this way.

Mortgages

If you decide to buy a home and you don't have enough money to pay cash, you must borrow the funds. Loans on homes require a mortgage or deed of trust.

Unless the seller is willing to loan you the money at or below the interest rate you can get elsewhere, you must take out a loan with a commercial bank, credit union, savings and loan association, life insurance company, mortgage company or some other financial institution



that specializes in lending money for the purchase of real estate. The amount these organizations are willing to lend depends on the location, the current interest rate on mortgage loans, the appraised value of the property you want to buy and your ability to repay the loan.

The standard types of mortgages involve conventional mortgage loans, mortgage loans guaranteed by the Federal Housing Administration (FHA) and mortgage loans guaranteed by the VA.

During the past several years, new types of "creative financing" have been developed as alternatives to traditional mortgages. Some of these may involve variable rate mortgages, where the interest rate constantly changes to keep pace with the market place, thereby requiring either the monthly payment or the duration of the loan to change. Another

choice involves reduced monthly payments during the first few years of the mortgage when a young couple is least able to afford high payments. Some mortgages may require a large "balloon" payment around the fifth year to make up for the smaller initial payments, while other types may recoup the difference through higher payments after the fifth year. Be alert for still other forms of creative financing that may become available.

Anyone may apply for a creative financing, conventional, or FHA mortgage loan. FHA mortgages differ from the other two mortgages in two ways. First, the lender is insured by the FHA against losing money on the loan. Second, the percentage of the appraised value that can be lent, and other mortgage terms, including prepayment provisions, are more closely regulated by federal law.

The VA has been guaranteeing home loans for veterans and service members for years. The benefit of the guarantee program is that it meets the requirements for investment protection demanded by commercial lending institutions through substantial down payments.

Because VA-guaranteed loans require no down payments (because VA protects the lender), it's easier for young couples, and those who have been unable to save enough for a conventional mortgage loan, to purchase their first home through the VA.

If you are an eligible veteran or an active-duty member seeking to enter the housing market, contact the nearest VA office, commercial lending institution or a service representative of any national veteran's organization for more information and applications.

5

Overseas Duty

You've talked over the duty station possibilities with your family, weighed the affects of different assignments on your career and negotiated with your detailer. Finally, the orders to an exotic overseas duty station arrive.



Have orders, now what?

The Navy's Command Sponsor Program is meant to help you, and a transfer overseas is the best time to use the program. Request a sponsor; he or she will have information about your overseas duty station and can help guide you through much of your transfer process.

Your sponsor will send you the command's welcome aboard pack-

age with information about your new command and a list of what to take with you to make your in-country living comfortable.

Your personnel support office will handle the paperwork for official passports and will work with the Navy passenger transportation office on arrangements for Military Airlift Command (MAC) flights for you and your family. The personnel office will notify you of the time, date and terminal to which you'll report for your flight.

You'll be screened for overseas duty by your detailer, by medical and by someone at your command. This screening is a very important evaluation of your past record and any special problems you or your family members may have that could affect your adjustment and performance overseas.

Shipping household goods. Sched-

ule an interview with your base personal property office.

Special allowances. Check with your disbursing office on any special pay and allowances you may receive at your new duty station. Special pay could include cost of living allowance, "rent plus," a housing allowance, a station allowance, foreign pay or isolated duty pay. Another source of information about allowances is the *Joint Federal Travel Regulations* manual.

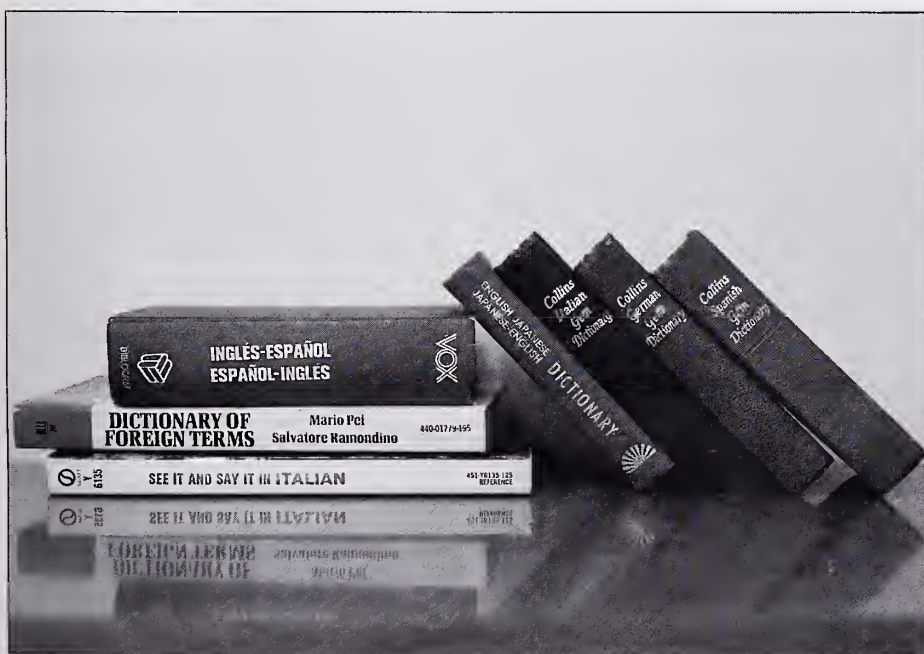
Housing. With the information your sponsor provides on available housing, you can have a place waiting for you if you give your sponsor a limited power of attorney to sign a lease or make a deposit for you. For unaccompanied housing, you may elect to live on the local economy and will receive basic allowance for quarters, but you may need permission. A few overseas duty stations do not allow service people to live off base. Check with your sponsor for more information.

Will you need a car? The country you're going to may have good public transportation and you may not need your own vehicle.

If you do decide to take a car, the government generally will pay for the shipment of a privately owned vehicle — be sure you have all the ownership papers before shipping.

The government will ship your vehicle overseas, providing it meets all requirements. Each country sets its own restrictions on importation. It's your responsibility to make the necessary modifications to your automobile to meet those restrictions.

If you have a car loan, you won't



U.S. Navy photo

need a note from the bank giving permission to take the car outside CONUS, but you may want to start an allotment to cover the payments.

Your insurance agent may be able to help you extend insurance to cover the country you're going to. If it's not valid outside CONUS, ask your sponsor about companies operating in the country.

Cars which use unleaded gasoline are sometimes prohibited overseas because unleaded gas is not available. If you take your car, you may need to make adjustments to the gas tank opening and the catalytic converter may need to be removed and then reinstalled when you return the car to the states. Check with the passenger transportation office or the personal property office about what you need to do to ship your car.

Pets. It may be nice to think of taking your pet with you to the new duty station, however, some overseas countries don't allow animal importation. Those that do may require a quarantine period. The U.S. Department of Agriculture, the country's American Embassy or any veterinary service on base can tell you what the quarantine period is, which can be from a few months to almost a year.

You will need an international health certificate and a rabies vaccination certification from a veterinarian and an import license from an American consul or Embassy. You will need to pay all quarantine costs.

You also may need to make and pay for transportation arrangements since pets are allowed on very few MAC flights. Check with your transportation office for more information on transporting your pet.

The Overseas Transfer Information Service (OTIS) recommends that you leave your pet with a friend, relative or a boarding kennel until you can send for your pet.

Place the shipping of the pet with a firm that specializes in shipping

animals; they will know what papers are necessary and what rules must be observed.

For further information on the regulations governing the shipment of animals overseas, call OTIS.

Schools. DoD operates a school system in most overseas areas where American forces are stationed. Your sponsor, your new command, the host nation embassy or OTIS can help you with information about Department of Defense Dependent Schools.

In other areas, there are private schools devoted to the education of foreign students. Find out the rules and customs of these schools. The school atmosphere in many foreign countries is more formal than in the United States. Uniforms may be required or special dress codes may be in effect. Also, discipline may be more severe, and the learning-teaching process may be more structured than in the United States.

Whatever the school situation, be sure to take copies of school transcripts and records with you.

Driver's licenses. Some countries will issue you a driver's license, but it's wise to have a current stateside license and an international driver's license, especially for family members who will be driving in the host country. Check with the American Automobile Association or the Department of Motor Vehicles in your area about getting an international license.

Adult education. Most U.S. overseas stations have continuing education programs through college and community college extensions. Check with your base's Navy Campus for Achievement office for the college sponsored in your assigned overseas duty station. Bring transcripts of past courses with you for placement.

Overseas Transfer Information Service. OTIS has up-to-date information on overseas Navy duty sta-



Many bargains are available overseas for the careful shopper.

tions plus information on overseas life. It also has sources and contacts for unusual problems.

As part of the Overseas Duty Support Program, OTIS is organized to answer questions from sailors and their families.

Call OTIS toll free at 1-800-327-8197, at Autovon 227-6621/34, or collect (703) 697-6621/34. The office is open from 7 a.m. to 4:30 p.m., Eastern Time, with a recording device to receive your call after hours.

Once you're there

Your new base will conduct orientation programs for incoming active-

duty members and their families. Through a program coordinator or the base's family service center, you can learn about the country and its culture, politics, history, customs and language. There's also training in dealing with culture shock, coping skills and instructional field trips.

In some overseas duty stations, you may receive ration coupons and control cards when you check into the command. Supplies of items like gasoline, cigarettes, liquor, stereo equipment and cameras are limited, especially in isolated areas, since they're highly desirable items for the black market.

Buying overseas. Most familiar brand names manufactured in the United States are available in your base commissary and Navy Exchange, but because these items are "imported" to the base you should expect shortages. Be prepared to try different brands of foods and clothes in the host country.

If you have a special diet, take an emergency stock with you. If you need an irregular size in shoes or clothing, take along mail order catalogs.

American appliances may not adapt to the host country's electrical outlets or operate on the same current. Commissaries and Navy exchanges can provide equivalent appliances configured for the country's current, but usually transformers or adaptors are required.

Duty-free goods. On base you can buy items without tax. Off base, you can generally purchase an item tax free by showing your ID card. Some private businesses don't charge tax on expensive items such as cars and cameras, but you will have to ask the merchant.

Marriages to foreign nationals. Paperwork will need to be filled out to marry and bring back a foreign national as your dependent. Check with your command's legal services



U.S. Navy photo

office on regulations governing marriage to a person from another country.

Children born overseas. Any child born overseas needs two birth certificates, one as a U.S. citizen filed with the American Embassy and one from the base hospital.

Medical care. Check with your present base clinic about overseas facilities if you have special needs. Routine dental care is available at most overseas commands on a space-available basis, but orthodontic care is available only at major dental centers.

Take care of known and treatable conditions before you transfer. Make sure your dental records are up to date.

If you get sick and aren't near American doctors or facilities, seek advice from the embassy or consulate. They will recommend a reliable doctor.

Returning home

Shipping household goods. Household goods that are shipped back to the United States are duty-free, but any hand-carried items will need to be declared.

Customs declaration forms can be obtained from the air terminal on base or your personnel support detachment.

School records. Get a full record of overseas schoolwork for you and your dependents. These records are essential to college entrance.

Vehicle. You may be entitled to ship a vehicle back to the states, whether or not you shipped one overseas. However, the government will not ship certain foreign-made vehicles.

Check with your personal property office or Navy passenger transportation office before you purchase a car overseas. □

ID Cards, Exchanges and Commissaries

Your ID card is like a special admission ticket which helps you get the most for your money. When used properly, it can open doors to a wide range of education, health, entertainment and other benefits for you and the members of your family, often at considerable savings. Possession of an ID card is a privilege and should be treated as such.

The Navy resale system — especially Navy exchanges and commissaries — has come to be an important benefit for Navy personnel and their families. And your military ID card is the key that unlocks the door to good quality products at competitive prices.



Four ID cards

Four kinds of military identification cards are issued to members of the uniformed services (Army, Navy, Marine Corps, Air Force, Public Health Service, Coast Guard and National Oceanic and Atmospheric Administration) and their family members.

- The U.S. Armed Forces Identification Card, DD Form 2 (Active), is the primary source of identification for active duty military personnel. It also serves as identification under Article 17 of the Geneva Convention. DD Form 2 (Active) authorizes the holder to uniformed services

medical care, commissary, exchange and special services privileges.

- The U.S. Armed Forces Identification Card, DD Form 2 (Reserve), is the primary source of identification for reserve military on inactive duty or retired without pay. DD Form 2 (Reserve) has the same format as the DD Form 2 (Active) thus meeting the requirements of Article 17 of the Geneva Convention. This card, when presented with other appropriate identification (i.e., orders or drill statements), gives the holder certain privileges and benefits while on active duty.

- The U.S. Uniformed Services Identification Card, DD Form 2 (Retired), identifies retired military personnel. An authorized holder of DD Form 2 (retired) is entitled to all benefits and privileges as applicable.

- The Uniformed Services Identification and Privilege (USIP) card, DD Form 1173, is used to identify persons such as a sailor's family members, eligible for benefits and privileges administered by the uniformed services not otherwise covered by the first three categories.

This article discusses only the USIP card. It also explains the Navy commissary and exchange systems which, as part of the Navy family's total benefit package, helps boost your purchasing power.

The USIP card

The USIP card is the standard identification and privilege card for

family members of active-duty personnel, family members or members retired with pay (including those drawing Fleet Reserve retainers), surviving family members of deceased retirees, family members of deceased active-duty personnel, 100 percent disabled veterans and their family members and a few other special categories. Authorized family members include:

- Spouses.
- Former spouses (must meet eligibility criteria established by law and be approved by sponsor's branch of service).
- Unremarried widow(er)s.
- Unmarried children under age 21 (including adopted children or stepchildren).
- Unmarried children over 21 (incapable of self-support due to a physical or mental incapacity and approved by sponsor's branch of service).
- Unmarried children between 21 and 23, who attend college full time.
- Parents (or parents-in-law) dependent upon the sponsor for more than one-half of their support and approved by the sponsor's branch of service.

The USIP is recognized by all activities of the uniformed services. Privileges may be modified in areas with limited facilities. In general, facilities are open to card holders depending on the availability and adequacy of the facilities. In certain overseas areas, treaties, Status of Forces Agreements (SOFAs) and

other military base agreements may place limitations on who can use local commissaries and exchanges.

How and when to apply

Application for the USIP should be made when the Navy sponsor:

- Enters active duty for more than 30 days.
- Reenlists for continuous active service.
- Retires, transfers to the Fleet Reserve or dies.

Application for a new ID card must be made when there is a change in status that would affect entitlement, or when the card expires, is mutilated, lost or stolen. If you are on active duty, apply on behalf of your family members by submitting DD Form 1172 to the command having custody of your service record. The application is filed in your record after the card has been issued. You must apply for a new USIP for your dependents before you retire or transfer to the Fleet Reserve. Your command will make every effort to issue the new card before you leave active duty, but if it cannot be issued in time, you will be provided with a verified DD Form 1172, which your dependents may take to any ID card issuing activity.

Eligible dependents of deceased Navy members apply for their cards at the nearest ID card-issuing activity. Survivors of deceased active-duty personnel must have their applications verified by the commanding officer or the casualty assistance calls officer. It may not always be possible for your command to issue the USIP. This would be the case, for example, if you are not in the same locality as your dependents. In such circumstances, you should submit an application to the command maintaining your service record to have your dependent's eligibility determined. The form is then returned to you with instruc-



tions that it will be presented by your family members to any military activity equipped to issue the card. The issuing activity then returns the completed application to your command for filing in your service record. Each time an ID card is issued or renewed, the dependent's record with the Defense Enrollment Eligibility Reporting System must be updated to ensure continuation of medical privileges.

Verification

The application form, DD Form 1172, must be verified by your service record holder before any USIP is issued. Your service record holder makes sure the family members you claim are eligible. Birth certificates, adoption decrees, education statements, divorce decrees or other documents appropriate to your application may be required.

If the eligibility of a claimed family member is questionable, the matter is referred to the Bureau of Naval Personnel (BuPers) for ruling. (You should note that any determination made by the Navy Family Allowance Activity is done under BuPers

policy, and should not be considered "questionable.") If your family member's eligibility hinges on the validity of a decree of divorce obtained by either you or your spouse from a foreign country, the case must be forwarded to the Family Allowance Activity for a ruling. Any documents you submit to support your application will be returned to you.

Expiration

Although expiration dates for the USIP vary, cards are not issued for eligibility periods of less than 30 days. The current expiration date is four years from the date of issue. If your family member loses his or her USIP, or if it is stolen, report the matter promptly to your command and resubmit the DD Form 1172 with a statement regarding all circumstances of the loss. The USIP must be surrendered:

- Upon expiration,
- Whenever the card holder becomes ineligible,
- When the sponsor is officially placed in a deserter status,
- When a new card is issued (except to replace one that was lost or stolen),
- Upon the sponsor's death, retirement, transfer to the Fleet Reserve or release to inactive duty,
- Upon the call of a responsible officer for administrative purposes.

Change in paygrade

The USIP may be re-issued because of a change in the sponsor's paygrade when non-issuance would prevent the family member from using or being admitted to facilities accessible only to that grade (e.g., officer clubs, CPO clubs, etc.).

Commissaries

Commissaries are military super-



coded shelf labels. The program will be expanded in the near future.

Commissaries are also participating in a program co-sponsored by the National Cancer Institute and the Produce for Better Health Foundation to focus on the need to eat fruits and vegetables. Called "5-a-Day — For Better Health," the program offers consumers a clear message about nutrition, and will complement DeCA's program to improve produce in commissaries worldwide.

Customer service

Customer Service Support Teams at all commissaries work on the sales floor to provide one-on-one assistance to commissary patrons, making certain they are getting the best service possible.

DeCA commissaries continue to improve operations so that customers will find it easier to shop. Electronic scanners at the check-out aisles ring up products and print a description and price on the customer's receipt. Scanning eliminates the need to mark the price on each item and allows groceries to be checked out faster and more accurately.

DeCA's goal remains providing the best in terms of a full-range shopping service for all customers.

Navy Exchange System

The Navy Exchange System operates Navy exchanges, uniform shops, navy lodges and ships stores to improve the quality of life for Navy men and women and their families. These activities provide high-quality merchandise and services. Each of these activities operates independently of the others, but all of them offer an average of 20 percent savings compared to commercial retailers.

Navy exchange (NEX) facilities are located at most major Navy bases in

markets that sell food and household items to military members, retirees and their families. When shopping in the commissary, customers buy products at cost and pay no sales tax. They average a 25 percent savings on prices at retail food stores.

As a result of a 1989 DoD study, the Defense Commissary Agency (DeCA) was established at Fort Lee, Va., to operate more than 400 military commissaries, of which 80 are former Navy commissaries. Commissaries stock from 2,000 to 10,000 different items depending on the number of customers served and the size of the store.

Products offered are based on the authorized commodity list approved by Congress. Each of DeCA's seven regions has established a stock list of top selling brand name products considered essential to a full-service shopping environment. The list includes products popular or unique to the local area.

Customers' desires play a major role in adding new products to commissary shelves. If you have a suggestion, bring it to the officer or store manager's attention. Another option

is to work through the installation commissary council. The council is set up to consider comments and suggestions from customers and representatives of installation organizations.

New and renovated stores

New commissaries and renovations are paid for by funds from a 5 percent surcharge added on to each shopper's bill. The surcharge was approved by Congress as a means to offset the need for additional appropriated funds, and to pay for the costs of daily supplies, equipment purchases and other operating expenses in addition to construction.

Food for the health conscious

DeCA is making a special effort to provide customers with nutritional information about groceries, fruits and vegetables. "Nutri-guide," a program in commissaries at Navy and Air Force installations, provides customers with information about sodium, fat and cholesterol by color-

CONUS and OCONUS. These stores offer a broad selection of products and services, and the savings offered by exchanges helps extend the sailor's paycheck. Exchange shoppers also have the satisfaction of knowing that a portion of every dollar spent is returned to them in the form of support to Navy Morale, Welfare and Recreation (MWR) activities.

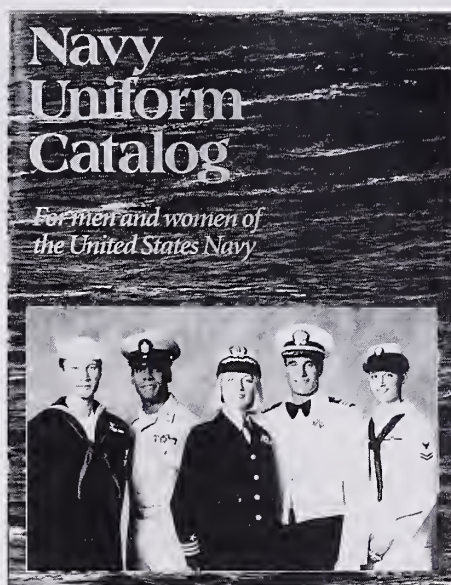
Navy Exchanges

The 138 Navy exchange locations currently in operation offer more than 400 retail outlets ranging from full-size department stores to small garden shops and package stores. Navy exchanges also operate a wide-range of service outlets including barber and beauty shops, dry cleaners and food outlets.

The exchange offers brand name fashions, stereo equipment and electronics, health and beauty aids as well as other products, at approximately 20 percent below regular retail prices. Customers can also save by using other Navy exchange programs designed to deliver value. Exchange private label products are available exclusively for the exchange shopper. These high-quality items, which currently number more than 500, range from health and beauty aids to color film to a new line of soft drinks. Private label products are discounted an average of 35 percent and sometimes as high as 80 percent. Customer satisfaction is guaranteed because the Navy exchange stands behind every item it sells.

Exchanges also offer exclusive brands of fashion apparel. Recently introduced fashions include clothing for young men and women, men's traditional clothing and ladies' intimate apparel.

Other in-house lines are designed for children's wear, and for men and women. The NEX conducts quality



U.S. Navy photo

assurance testing on all these brands to guarantee that manufacturers meet their high standards and specifications.

Customers can also save money by looking for "Super Value" items. Super Value is high-quality merchandise offered at prices too good to resist. Super Value is available on clothing items for the whole family and selected household necessities. Another money saver is "Value Pricing." These items give shoppers the opportunity to compare NEX prices and those of local retailers on selected items without leaving the exchange. Under this savings program, each exchange regularly conducts price comparison surveys in their areas and adjusts their prices accordingly.

NEX backs all its merchandise and services with a satisfaction guaranteed policy which includes "no hassle refunds." Any item may be returned or exchanged with the cash register receipt up to 45 days after purchase.

Purchases at Navy exchanges may be paid for by cash, personal check or by one of several major credit cards. Visa and MasterCard are accepted at Navy exchanges worldwide, and the Discover Card is accepted in

CONUS and at selected OCONUS locations.

Customers can cash personal checks at exchanges for no more than \$150 per day, subject to the availability of funds. Checks written for up to \$25 more than the cost of your purchase are accepted.

Other NEX services

The Navy Exchange System operates more than 1,000 individual shops and businesses dedicated to providing convenience and total customer service to sailors and their families. Currently the array of services includes 520 food outlets, 138 auto service/gas stations, 284 barber and beauty shops, 350 optical, flower, personalized services shops and 77 laundry/dry cleaning outlets.

The Navy exchange also offers brand name fast food concession operations. U-Haul truck and trailer rental is also available at many NEX locations.

Supporting leisure time activities

Profits generated by exchange facilities help support the Morale, Welfare and Recreation (MWR) programs of the Navy. The exchange mission requires that all profit remaining, after expenses have been paid, are contributed to MWR. Navy exchanges are non-appropriated fund activities and therefore must be fully self-supporting. In other words, all expenses — cost of merchandise, employee salaries and renovation or construction of exchange facilities — are paid from funds received through exchange operations.

The remaining net profit is turned over to base recreation programs and to the Navy's central recreation fund, which is administered by the Bureau of Naval Personnel.

Money received from exchanges helps support the cost of local sports

programs, swimming pools, bowling centers, physical fitness centers, hobby shops, tennis and racquetball facilities and many other special services available at Navy bases around the world.

In FY91, Navy exchanges contributed more than \$81 million to MWR. During the past five years the exchange contribution has totaled more than \$420 million.

Shopping at the Navy exchange benefits customers in three ways: reliable, quality products and services, savings compared to commercial prices and support of leisure time programs that make Navy life more enjoyable.

Uniform shops

Navy Uniform Shops operate at 132 locations around the world. These shops are the primary local source for uniform items and accessories.

Additionally, the Navy Exchange System operates a central source for all Navy uniform purchases — the Navy Uniform Mail Order Center in Chesapeake, Va. The center operates toll-free phone lines to ensure customer access to uniforms, 24-hours-a-day, seven-days-a-week.

Most orders are mailed the same day of order, a valuable service for customers at smaller outlets with limited uniform availability.

Customers around the world may use the toll-free numbers to order merchandise from the June '92 Navy Uniform Catalog.

The numbers are as follows: CONUS, Hawaii, Virgin Islands and Puerto Rico - 1-800-368-4088; Local Virginia - 1-804-420-7348; Singapore - 800-1398; Alaska - 1-800-368-4089; South Korea - 008-1-800-958-8272; Bahrain - 800-447; Spain - 900-98-129-2; Bermuda - 800-626-0485; United Kingdom - 0800-89-43-72; Canada - 1-800-231-6289; Overseas Autovon 680-8586; Guam - 01800-

164-6703; Fax (CONUS only) 1-800-551-NAVY; Japan - 0031-11-4026; Fax (worldwide) - 1-804-420-7987.

Navy Lodges

Navy Lodges offer clean, comfortable, temporary lodgings at room rates approximately 20 percent below comparable local hotel/motel rates. Most rooms can accommodate up to five family members and include kitchens with stove and/or microwave cooking facilities, a television and telephone. Room cost is per unit, not per person.

There are 41 Navy Lodges in operation worldwide. Reservations for all Navy lodges in CONUS are accepted through a 24-hour-a-day, seven-days-a-week, toll-free number, 1-800-NAVY INN. Reservations are accepted on an as-received basis.

Service members with permanent change of station orders may make reservations as far in advance as desired, once orders have been received. Other active-duty personnel may make reservations up to 60 days in advance. Reservists, retirees and other authorized guests may reserve lodge rooms 30 days in advance. Reservations and room assignments are made without regard to rank or rate. Once a reservation is made it will not be pre-empted by other reservations.

Ships' stores

For afloat personnel, the ship's store is the local department/discount store, the stereo center, the gift shop and the snack shop. For almost 200 years, stores of one sort or another have operated aboard Navy ships. Today the basic mission of ships stores remains the same — to serve the needs of sailors afloat.

Popular merchandise is usually stocked along with a selection of new items for variety. When a ship deploys, the store normally takes

along a 90-day supply of merchandise. For extended deployments, basic items are resupplied at sea. Ranging in size from small, over-the-counter operations to full-size, walk-in stores such as those aboard aircraft carriers, ships stores provide merchandise, operate shipboard vending machines and electronic amusement machines and sell Navy uniform items.

Recently, a two-tier pricing structure has been introduced to ensure lower prices on basic necessities such as toiletries, sundries and uniform items while other retail items are priced to generate moderate profits. Other changes include automating ships stores inventory and accounting functions and implementing a new model stock plan to ensure the most popular products and a variety of other merchandise are stocked. During FY91 ships stores generated \$22 million in profits which were used to support shipboard MWR programs.

Policies

Policies, procedures and technical assistance for all of the activities of the Navy Exchange System are developed by its headquarters, the Navy Exchange Service Command (NExCom). Located at Naval Station New York, NExCom provides overall coordination for all components of the Navy Exchange System. Navy exchanges, Navy lodges, uniform shops and ships stores are under the command of the base, station or ship commanding officer. Local commands and NExCom headquarters work to ensure all exchange activities are responsive to the needs of Navy men and women.

Navy exchanges worldwide strive to provide the best possible products and services, values and savings. The Navy Exchange System is dedicated to improving the quality of life for sailors and their families. □

Family Assistance

Out of concern for the total welfare of Navy members and their families, the Navy has gone beyond the primary considerations of medical and health care, housing and survivor's benefits to offer assistance in many other areas. This section of Navy rights and benefits has information on where Navy family members can receive family-related assistance. From guaranteed student loans available through the Navy Marine Corps Relief Society, to the free care provided under the alcohol and drug abuse treatment programs, Navy

people can go to a variety of Navy-sponsored and Navy-related organizations for assistance.



Navy family service centers

Navy family service centers (FSCs) assist personnel, their families and single service members with a variety of support services.

FSCs provide a comprehensive information and referral service on a wide range of programs and services,

including resources available in both the military and local civilian communities. FSC staff members and volunteers work to coordinate people-oriented support and assistance programs, and assist with personal or family problems.

Each FSC offers assistance and support to existing efforts such as command sponsor programs, command ombudsmen and pre-deployment and deployment support serv-

The Norfolk Welcome Center offers military personnel, DoD employees and their families help in finding housing when they transfer.



Photo by JO1 Steve Or

ices. FSCs have information to ease the relocation process and offer educational programs to military families, such as budgeting, finding a new job after a family move, parenting classes, helping families improve their communication skills and many others.

FSCs also offer hospitality kits and information about recreational facilities, child care centers, Navy Lodges and how to get a passport before going overseas. They are ready to help in obtaining legal aid, voting registration information or help with a "special needs" child. They have reference libraries about stateside and overseas duty stations, or will refer individuals to the Overseas Duty Support Program for more detailed information about overseas duty stations. They also help individuals and families by referring them to chaplains.

There are currently 75 FSCs throughout the United States and overseas providing services to more than 85 percent of all Navy personnel and their families. Each FSC is staffed with military and civilian personnel who will do their best to provide any kind of information or help needed — and if they don't have it, they know where to find it.

Ombudsman program

The Navy family ombudsman program is designed to provide better communication between Navy families and Navy officials. Commanding officers select ombudsmen from among the Navy spouses in their commands. The ombudsman is the official representative of the command's families and serves as liaison to command officials.

Spouses should become acquainted with the local ombudsman. They should understand that the ombudsman is not a counselor or a social welfare worker. The ombudsman does, however, take a

direct route to find solutions by bringing problems to the attention of the proper officials.

In addition to the ombudsman program, communication between the Navy family and the parent command or base is available through familygrams, telephone trees and CO action lines.

The familygram is a regular newsletter from the CO to family and friends of crew members, offering information and news about the command and its people.

The telephone tree is an informal network of family members who pass on important information such as last-minute changes to a ship's operating schedule.

The CO's action line is a two-way communication line which may appear as a column in the command newspaper. Family members can address questions and opinions directly to the CO, whose reply can benefit the entire command.

Relocation assistance

The Relocation Assistance Program (RAP), offered by the FSC, provides assistance to all service members and their families relocating from one duty assignment to another or transitioning out of the military. RAP provides information, referral, counseling, education and training in pre-departure planning, destination information, settling-in services and intercultural relations. Some of the direct services include area newcomers' orientation, distribution of welcome aboard packages and hospitality kits, workshops and handouts with tips on personal packing and shipment of household goods, financial planning, information on moving overseas, dealing with culture shock and tips on returning from OCONUS assignments.

One of the tools used to provide relocation and pre-departure infor-

mation is the Navy-Marine Corps Relocation Automated Information System (RAIS), which consists of 27 categories of installation-specific information on 104 Navy and Marine Corps bases. The RAIS categories of information include a telephone directory of the most frequently called numbers at each installation, availability of temporary and permanent housing, spouse employment opportunities, medical, school information, etc.

Overseas Duty Support program

This program helps Navy members and families going overseas through intercultural training and area orientation workshops as well as formal training courses such as the overseas deployer coordinator course. The support program also offers pocket guides, language cards, and "survival kits" for overseas living. In addition, it offers the overseas transfer information service described below.

The specific programs and procedures are outlined in OpNavInst 5352.1 and 1300.14.

Overseas Transfer Information Service (OTIS)

OTIS has information on living conditions overseas; shipping household goods, automobiles and pets; clothing needs; and base facilities. It also provides information about the availability of on-base housing, cost of off-base housing, passport requirements and much more.

Call OTIS toll free at 1-800-327-8197; DSN 224-8392/3 or (703) 697-6621/34 (Collect calls from within CONUS are accepted.) OTIS is open weekdays from 7 a.m. to 4:30 p.m. est. After hours and on weekends, calls are recorded on an answering machine and will be returned the next business day.



Photo by J02 Steve Hansen

Chaplain candidate Bernie Lattner gets his first chance to distribute communion after his ordination.

Spouse Employment Assistance Program (SEAP)

The SEAP is located at Navy FSCs worldwide. The program helps Navy spouses find employment and plan careers.

More than 50 percent of Navy spouses are currently in the work force. Frequent moves make it difficult for a spouse to find a satisfactory job and to progress in a career. Some spouses find that they have to start all over again with each relocation.

SEAP helps with general job-search information, tips on education opportunities, career guidance, employment workshops, resume and SF-171 government employment application assistance and computerized job listings for your local area.

The computer can be linked with other FSC locations worldwide so that spouses will be able to review job possibilities at the next duty station before they move.

Also eligible for SEAP services are other Navy family members, retirees and their spouses and active-duty personnel preparing for retirement. For more information on the SEAP, contact your local FSC.

Sponsor program

Knowing what to expect at your new duty station and having a specific person to contact can make the

difference between a good or bad move. The Navy sponsor program can help make that difference.

When you receive permanent change-of-station (PCS) orders, you can request assignment of a sponsor. Your commanding officer will forward the request to the receiving commanding officer for action. (See MilPers Manual 1810580.)

If you are assigned to be a sponsor, you should ensure that the incoming service member receives information about the area well in advance of the move. You also should make arrangements to assist the new member and his or her family upon arrival at the new duty station.

Chaplains

Navy chaplains are qualified ministers, priests or rabbis endorsed by their respective religious bodies to provide and facilitate appropriate ministry to military personnel and their families.

They minister according to the tenets and teachings of their respective religious bodies. Those who desire particular religious rites (baptism, bar/bas mitzvah, weddings, etc.) should contact their local chaplain. He or she will assist them personally or refer them to a chaplain of their particular faith.

Chaplains not only have responsibilities for the spiritual welfare of their own faith community and

facilitation for ministry to other faith communities, but also the care of all sea service personnel and their families. They are professional assets to the command in responding to human needs.

Alcohol and drug abuse treatment

The objectives of the Navy Alcohol and Drug Abuse Program (NADAP) are to prevent abuse and to return eligible former abusers to full duty status as soon as possible. A major element of NADAP is detection and deterrence of drug and alcohol abuse at all levels. This approach emphasizes firm, constructive use of discipline, the rehabilitation of men and women who are responsive and the expeditious processing for separation of those abusing individuals clearly possessing no potential for future service. Treatment is offered at one of three levels, depending on the severity of abuse or dependency.

Level I involves local command programs coordinated by the command drug and alcohol program adviser. Programs involve awareness and education (such as general military training) and the more formal Navy alcohol and drug safety action program (NADSAP). Thirty-four primary NADSAP offices with more than 100 other classroom sites offer a 36-hour course. Participants may attend voluntarily for their own education, or may be referred by their command because of a drug or alcohol abuse incident. All convicted driving while intoxicated (DWI) offenders are required to attend NADSAP.

Counseling and Assistance Centers (CAACs) are Level II non-residential treatment facilities. There are 85 CAACs — 26 of these aboard

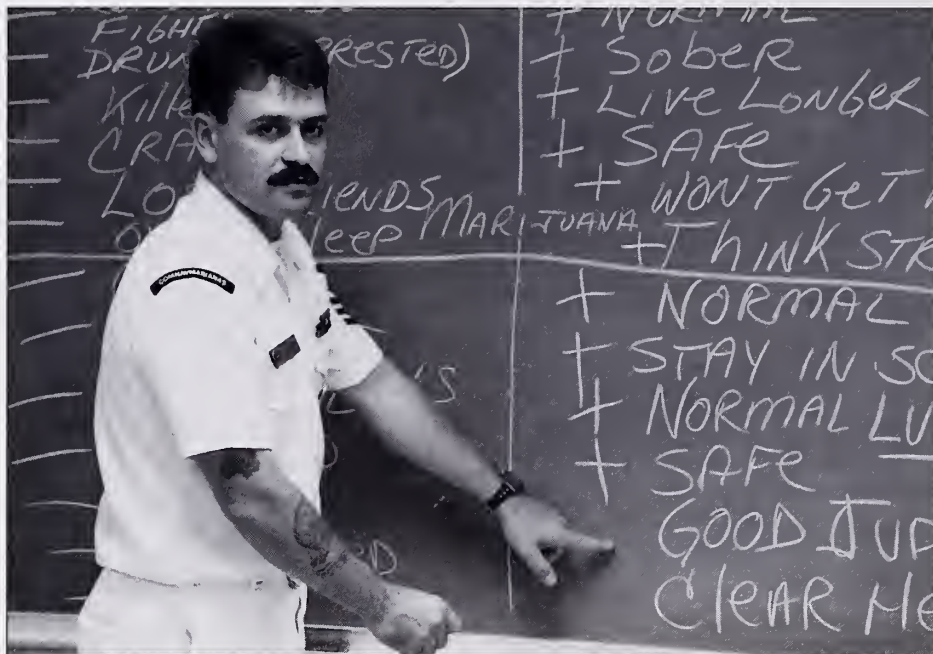


Photo by Pht Jon H. Hockersmith

DARE instructor MA1 Barry Gardner emphasizes the advantages of not using drugs to fifth-graders at Agat Elementary School.

planning to areas where special medical and special education needs will be met.

The program is mandatory in accordance with OpNavInst 1754.2. Eligible family members include spouses, children or parents who are enrolled in DEERS and residing with the service member.

Command points of contact and EFM coordinators at military medical facilities are available to assist families through the enrollment process. Service members should contact their command career counselor for additional information.

To assist families with assignment planning, a resource database has been developed to identify medical facilities, special education points of contact, early intervention programs and civilian assistance agencies. This database can be accessed by modem by service members, family service centers and others to assist with relocation information. For information on how to access the database call toll free 1-800-527-8830

Family Advocacy Program (FAP)

The FAP addresses Navy family problems such as physical or emotional abuse and sexual assault. Through intervention, the program minimizes the incidence of family violence and its affect on the Navy and Navy families.

Efforts such as parent education and family support services help prevent child and spouse abuse. But when violence occurs, the FAP responds through problem identification, crisis intervention, treatment and follow-up.

Under OpNavInst 1752.2, the base commanding officer ensures that FAP services are provided through

ships. CAACs perform screenings, individual, group and family counseling education programs and community outreach.

Level III treatment is performed at Naval Alcohol Rehabilitation Centers in Norfolk; Jacksonville, Fla.; San Diego; and Pearl Harbor. Treatment is also performed at 21 alcohol rehabilitation departments located in naval hospitals. Counseling and individual, group and family therapy are part of the residential program offered at alcohol rehabilitation centers and departments.

Both Level II and III facilities are staffed with Navy-trained counselors.

OpNavInst 5350.4 series gives complete information about Navy drug and alcohol abuse policy, treatment availability and eligibility procedures.

Uniformed services health benefits program beneficiaries (dependents, retirees, dependents and survivors of retirees, etc.) can enter any of the Navy rehabilitation programs on a space-available basis. However, a backlog of active-duty patients forces most facilities to refer applicants eligible for CHAMPUS or VA benefits to other programs.

CHAMPUS shares the cost for up to seven days of inpatient hospital care required for detoxification during acute stages of alcoholism.

Detoxification usually takes from three to seven days. Other benefits include inpatient rehabilitation in authorized institutions.

Eligible veterans are admitted to any of the Department of Veterans Affairs (DVA) medical centers for the treatment of alcohol or drug dependence or associated medical conditions. If specialized care for the veteran's alcohol or drug dependence is required and not available at the admitting medical center, the veteran may be transferred to the nearest medical center which has these programs.

The DVA has approximately 94 alcohol dependence treatment programs (ADTP) and 42 drug dependence treatment programs (DDTP). Each ADTP and DDTP provides services that include intervention support activities, emergency medical services including detoxification, clinical and vocational assessment, consulting liaison, ambulatory/outpatient and after-care services.

Exceptional Family Member (EFM) program

The EFM program identifies family members who have long-term disabilities, chronic illnesses or who require special education needs. The program assists Navy detailers and service members in assignment

the cooperative efforts of the medical treatment facility and base FSC. The treatment and case management components of FAP are handled by the family advocacy representative appointed at each medical treatment facility while the FSC can provide limited counseling.

Navy-Marine Corps Relief Society (NMCRS)

The NMCRS is a private, non-profit organization. Its primary purpose is to provide active and retired service members, their family members and survivors with financial assistance, a way to meet emergency needs and budget counseling.

In addition, it sponsors an education program, a visiting nurse program, thrift shops and provides layettes to new parents.

NMCRS financial assistance may be provided for a variety of valid needs ranging from overdue rent or utilities to disaster relief. However, it does not assist with the purchase of non-essentials, nor does it supplement income of persons who habitually live beyond their means.

Details on NMCRS' assistance policy are in the pamphlets, "Real Solutions to Real Problems" and "Fundamentals of NMCRS Assistance." If not available on your ship or station, you can get them at the closest NMCRS field activity.

Application for NMCRS assistance may be made to any auxiliary, branch or office of the Society or through the American Red Cross, Army Emergency Relief, Air Force Aid Society or Coast Guard Mutual Assistance.

Financial assistance is provided for family members solely because of their relationship to service members. Therefore, whenever possible, the service member should present his or her family's request for assistance at an NMCRS office or through one of the other offices

listed. When the service member can afford it, financial assistance is provided as an interest-free loan, which is normally repaid by allotment. If repayment is a hardship, assistance may be provided as a grant or as a loan/grant combination.

Those who are interested in helping the Society carry on its work can do so by contributing to the Department of the Navy's annual fund drive, which is one of the Society's major sources of funds, or by serving as a volunteer.

Navy Mutual Aid Association

The Navy Mutual Aid Association is a mutual, non-profit, tax-exempt, voluntary membership association of sea service personnel and their families.

The association's purpose is to provide a substantial monetary sum through low-cost insurance plans to designated survivors of members. The staff helps families of deceased members to secure all federal benefits and allowances to which they are entitled and settle insurance claims from all other insurers.

In case of an unfavorable decision by the VA against a member's survivors, the Navy Mutual Aid Association will provide an accredited representative to assist in an appeal and follow through until an equitable decision has been made.

The association provides secure storage space at its headquarters for the safekeeping of vital personal documents for ready reference by members, and to facilitate the processing of survivor claims. Other than the cost of membership insurance plans, there is no additional charge for services or representation made by the association on behalf of the member or family.

Navy Mutual Aid is designated an approved financial counselor by SecNavInst 1740.2 and can provide commanding officers with informa-

tive presentations on government programs for the survivors of military personnel, such as the integration of Social Security benefits, DVA dependency indemnity compensation and the Survivor Benefits Plan.

Regular or reserve officer and enlisted personnel of the Navy, Marine Corps and Coast Guard, and officers of the U.S. Public Health Service and National Oceanic and Atmospheric Administration may apply for membership in the association at any time while serving on active duty.

Membership privileges are not affected by subsequent separation or retirement from active duty.

For further information, call toll free 1-800-628-6011. In Virginia, call collect (703) 614-1638, or write Navy Mutual Aid Association, Arlington Annex, Rm. G-070, Washington, D.C. 20370-0001.

Fleet Reserve Association (FRA)

The FRA is an organization of active-duty and retired members of the U.S. Navy, Marine Corps and Coast Guard.

FRA conducts briefings on board ships and at military installations across the country to inform active-duty personnel about legislative issues and the importance of voting, and publishes a free, bi-monthly publication, "On Watch," that is available to all sea service personnel and families upon request.

The association offers a CHAMPUS supplemental health insurance plan, annual college scholarships for dependent children and spouses, resume/career planning and job referral database services and other programs to help members personally and professionally.

Membership in the FRA is open to all enlisted personnel in the Navy, Marine Corps, or Coast Guard (active duty, retired and reserve), and commissioned officers of the sea

service who have at least one day of prior enlisted service. About 150,000 members belong to FRA's 325 branches worldwide or are carried on the membership-at-large roll.

FRA is accredited with the Board for Correction of Naval Records, the Physical Evaluation Board, the Physical Review Council, the Service Finance Centers and the Department of Veterans Affairs.

For more information, write FRA, 125 N. West St., Alexandria, Va. 22314-2754 or call 1-703-683-1400.

Department of Veterans Affairs (DVA)

DVA maintains hospitals to care for veterans who cannot afford hospital treatment or whose injuries are a result of military service. The organization handles dependency compensation for service-connected deaths, provides burial flags for veterans and administers life insurance programs for veterans.

The American Red Cross

The American Red Cross provides a total program of assistance to members of the armed forces and their families. Through its worldwide communications network, available 24 hours-a-day, 365 days-a-year, the Red Cross can help with emergency leave requests and other emergency messages on behalf of Navy and Marine Corps personnel and their families. Also, when regular communication is disrupted, the Red Cross can help by obtaining reports on the welfare of individuals.

In addition, the Red Cross has a program of emergency financial assistance, offers information and referral services and provides health, safety and lifestyle courses. A variety of volunteer opportunities are available with the Red Cross.

A reciprocal agreement with the Navy-Marine Corps Relief Society

also enables Navy and Marine Corps members and their families to apply for financial assistance through the Red Cross where there is no Society office available. If NMCRS authorizes the assistance, the Red Cross will advance funds on their behalf.

Navy Wives Club of America (NWCA)

NWCA is a national federation of spouses of Navy, Marine Corps and Coast Guard enlisted personnel. It recognizes the importance of the sea service spouse. The organization is dedicated to improving Navy in the Navy.

Active clubs throughout the United States and overseas promote supportive relationships among spouses.

The clubs extend assistance to needy members; Navy, Marine Corps and Coast Guard families; assist Navy chaplains; participate in blood donor programs and in Navy-Marine Corps Relief Society projects.

The NWCA also sponsors a special scholarship program for children of enlisted personnel.

Navy Wifeline Association (NWA)

This organization, consisting of Navy spouses from around the fleet, offers information and assistance to Navy and Marine Corps spouses. Every spouse is automatically a member of NWA with no registration requirement or membership fee.

NWA solicits views, shares solutions and information about military life to help spouses cope with separations from loved ones, shifting roles of responsibility and changing environments.

By serving as a point of contact for spouses, the association enables them to help each other, fostering a sense of belonging.

The organization is deeply involved in supporting the ombudsman program, and can help spouses find the right source of help in time of need. NWA also has a variety of informational pamphlets available to spouses.

For information, write NWA, Washington Navy Yard, Bldg. 72, Washington, D.C. 20374, or call DSN 288-2333 or (202) 433-2333.

Other Organizations

Many other organizations and government agencies stand ready to assist Navy members and their families in time of need.

Veterans' organizations. The following organizations also provide information concerning claims and help process them: Disabled American Veterans, American Veterans of World War II, Jewish War Veterans, Non-Commissioned Officers Association, American Legion, Veterans of Foreign Wars, Blinded Veterans Association, Congressional Medal of Honor Society of the U.S., Legion of Valor of the U.S.A., Marine Corps League, Military Order of the Purple Heart, Paralyzed Veterans of America, Inc., United Spanish War Veterans, Veterans of World War I of the U.S.A., Inc., American Veterans Committee, Army/Navy Union of the U.S.A., Catholic War Veterans of the U.S.A., Coast Guard League, Disabled Officers Association, Military Order of the World Wars, Regular Veterans Association and United Indian War Veterans.

State veterans commissions. Most states maintain veterans' organizations that supervise their particular programs. They can help with federal and state employment assistance, state bonuses, education assistance, land settlement preference and other benefits. These organizations can usually be found under the state government listings in the telephone directory.

Social Security Administration. Social Security provides continuing financial assistance to survivors of deceased members. Retirees also are eligible to draw Social Security at the appropriate age. Your local Social Security office can provide you with details.

Decedent Affairs Branch, Bureau of Naval Personnel. Decedent affairs provides for interment of deceased members and the transport and escort of the remains to the burial site. This service is usually coordinated through Navy regional medical centers.

Casualty Assistance Branch, Bureau of Naval Personnel. This branch coordinates the casualty assistance calls officer (CACO) program which notifies the next-of-kin of service members reported missing or deceased; provides assistance, guidance and counseling on matters relating to survivor benefits; arranges travel for immediate family members to and from the funeral, and also arranges for immediate funeral assistance to the surviving spouse or eligible parent(s).

DoD Dependent Schools. The Department of Defense Dependent Schools (DoDDS) are the only U.S. school system with schools located around the world.

Although the schools are located in many parts of the world, the quality of education exceeds standards set by the North Central Association of Colleges (NCAC). All 68 DoDDS high schools are NCAC-accredited.

Elementary and middle schools with an enrollment of 100 students are certified by NCAC.

The NCAC accreditation of DoDD schools and a standard curriculum plan permit students a much easier transition period when they return to stateside schools. Most DoDD schools offer special education programs for children with disabilities.

After they have been found eligible, the students are provided a free and appropriate education. Many disabled children are mainstreamed into the regular programs.

Dormitory facilities are available at three of the secondary schools. When a student's home is more than one hour's commuting distance from the school, the student lives in the dormitory.

Dormitory counselors, who are fully-qualified instructors; offer substitute-parent supervision to the high school students.

Dependents' scholarship programs. More than 75 Navy-oriented organizations currently sponsor scholarships or offer aid for study beyond the high school level. Dependent children of Navy, Marine Corps and Coast Guard members and former members are eligible.

Need A Lift publication. The Navy has made arrangements with the American Legion to absorb the scholarship information in its manual.

You may receive a copy by mailing your \$2.00 check or money order to: The American Legion, National Emblem Sales, P.O. Box 1050, Indianapolis, Ind. 46206. You may receive your application forms by writing to each scholarship sponsor listed in the publication.

NMCRS Education Program. Another source for educational assistance is the Navy-Marine Corps Relief Society. The Society's Education Program helps families pursue college by providing financial aid in the form of grants and loans. Primary emphasis is on the educational needs of dependent children, but there are also programs for spouses and for "fleet input" students in commissioning programs.

In addition, there are programs for families of deceased active and retired service members. Information, eligibility requirements and applications are available from the Society.

For further information, see Mil-Pers Manual 6210110. □

Where Navy People Can Get Help

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| Navy Family Support Prog. OP-156 / Pers 66 Department of the Navy Washington, D.C. 20370-5000 DSN: 227-6550 (703) 697-6550 | Navy Wives Clubs of America P.O. Box 6971 Washington, D.C. 20032 | Casualty Assistance Branch Bureau of Naval Personnel Department of the Navy Washington, D.C. 20370-5122 DSN: 224-2926 (703) 614-2926 |
| Decedent Affairs Branch Bureau of Naval Medicine 23rd & E St., N.W. Washington, D.C. 20372-5120 DSN: 294-1345 (202) 653-1345 | Navy Wifeline Association Washington Navy Yard, Bldg. 172 Washington, D.C. 20374 DSN: 288-2333 (202) 433-1721 | Navy Family Ombudsman Prog. OP-156 / Pers 66 Department of the Navy Washington, D.C. 20370-5066 DSN: 227-6550 (703) 697-6550 |
| Navy/Marine Corps Relief 801 N. Randolph St. Rm. 1228 Arlington, Va. 22203 DSN: 226-4904 (703) 696-4904 | Fleet Reserve Association 125 N. West St. Alexandria, Va. 22314-2754 | Chief of Chaplains (OP-097) Department of the Navy Washington, D.C. 20370 DSN: 224-4043 (703) 614-4043 |
| DoD Dependent Schools Hoffman I, Rm. 152 2461 Eisenhower Ave. Alexandria, Va. 22331 | American Red Cross National Headquarters 17th & D St., N.W. Washington, D.C. 20006 (202) 737-8300 | Navy Mutual Aid Society Department of the Navy Washington, D.C. 20370 (703) 694-1638 |

8

Morale, Welfare and Recreation

The Navy provides an array of local Morale, Welfare and Recreation (MWR) programs both ashore and afloat. Clubs, movies, fitness facilities, golf courses, child development centers and swimming pools provide visible evidence of these benefits, but they represent only part of the overall MWR picture. As a Navy member, you and your family can take advantage of these and numerous other MWR benefits offered at Navy installations worldwide. This rights and benefits segment describes the nature and scope of MWR programs available to you and your family.



Navy MWR programs

Appropriated and non-appropriated funds form the financial base for the Navy's MWR programs. Congress appropriates funds as part of the annual federal budget for the basic MWR needs of the military community.

Primary sources of non-appropriated funds are the profit dollars from the Navy Exchange System, Ships' Stores Afloat and fees and charges levied for use of various recreation facilities or equipment.

Every time you purchase an item at the exchange or ship's store, you not only save money, you help pay for your MWR programs.

MWR operations are financed substantially (74 percent) with non-appropriated funds. All earnings of the Navy Exchange System that are not required to finance exchange operations are used to help fund recreation programs. Approximately 50 cents of each local exchange profit dollar is retained for the funding of local recreation programs.

Navy club system

Navy clubs provide unique benefits to members. Unlike civilian clubs, they must meet the social needs of Navy personnel and their families. And you, the patron, influence the type of services and pro-

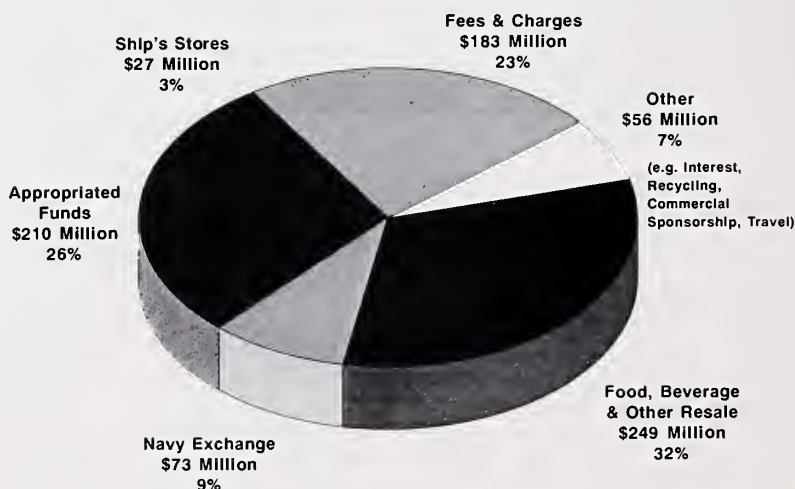
grams being provided in these clubs and whether or not military clubs continue to operate.

Navy clubs provide social and recreational facilities, food, beverage and entertainment for officer and enlisted personnel and their families. Navy clubs are designed to foster camaraderie and friendship in a relaxed atmosphere. Patrons can enjoy a variety of programs ranging from a family night at "Parcheezi's Pizza, Pasta and Plus" restaurant to an evening at a "high-energy night-club."

Clubs are revenue-generating activities. They must meet all operating costs, buy new equipment and make improvements from the sale of

FY91 MWR REVENUES

\$798 Million





food, beverages and other services to authorized customers.

The Navy is very pleased and proud of the progress made within the club system. However, it is vitally clear that your continued support is necessary to maintain military club operations.

Recreation

Navy recreation programs are designed to support Navy readiness. With input from the Navy community, recreation programs and services have evolved during the last decade into a comprehensive and responsive program provided exclusively for the Navy community. The recreation program offers a variety of activities and services, including sports and fitness, youth activities, outdoor recreation, libraries, community activities, fleet recreation, auto hobby centers and many more. Whether aboard ship or ashore, Navy recreation programs are available to meet the fitness requirements and leisure needs of the Navy community.

While it would be impossible to list every recreation program or service offered, some of the most popular programs (many of them are collectively referred to as the Navy's "core recreation programs") are listed here. Local Navy MWR staffs can provide more information about the

specific programs offered at their installation.

Sports and physical fitness

"On Track to Excellence" is the new theme for the Navy sports and physical fitness program which focuses greater emphasis on total individual fitness.

Navy sports and fitness programs are designed to give everyone an active role regardless of interest, age or ability.

Included in the total sports and fitness programs are the following programming areas: instructional sports, recreational sports and athletic sports.

- Instructional sports provide the foundation for all sports enjoyment. The sailor can experience "hands-on" instruction in lifetime sports and fitness activities that enhance his or her physical readiness. Individual expression through participation in sports activities is the intent of the Navy sports and fitness program.

- Recreational sports are truly "sports for all" in the Navy. This element is comprised of four programming facets: informal sports, intramural sports, extramural sports and club sports. All are designed to provide varying degrees of competition and structured as well as unstructured activities for patrons.

- Athletic sports provide a "higher level" sports opportunity for all eligible active-duty personnel. The athletic sports element is divided into two areas. One is comprised of Navy training camps and the Armed Forces Championships and the other is national/international competition under the Conseil International Du Sport Militaire (CISM), Pan American and Olympic programs.

With the Navy's emphasis on physical fitness, it is important that active-duty personnel keep in shape. Fitness centers, located at many installations, provide the facilities and equipment to help sailors stay in top physical condition.

Youth recreation

Providing youth, ages 6 to 17, with recreation activities and teaching positive lifestyles is the goal of the Navy Youth Recreation Program. Most installations offer structured programs in sports and physical fitness, social and recreational activities/skills, personal development, day camps and teen programs. Every element of the youth recreation program has been developed to provide Navy youth with constructive leisure opportunities.

Before and after school program

This program is now available at most installations and provides supervised recreation activities for children before and after school. Day camps provide supervised recreational activities during summer vacation and school holidays.

Single Sailor Program

Single active-duty personnel between the ages of 18 and 25 make up one-third of the Navy. The Single Sailor Program bridges the gap between the MWR department and

the barracks or ship by actively involving sailors in the planning of recreation activities to meet their specific needs.

MWR staffs ensure that a variety of special events, classes, trips and outdoor activities are designed to meet these needs. Periodic focus group sessions conducted with single sailors keep MWR staffs around the globe attuned to their likes and dislikes.

Outdoor recreation

Whatever the climate, wherever the installation, the great outdoors is there to be enjoyed. A wide range of recreation programs, adapted to each locale, are available.

Many bases have picnic areas and beach and lakefront facilities with marinas or water sports centers that offer boats for rent as well as boating classes.

Many installations also rent recreation equipment for activities such as fishing, water and snow skiing and

camping. They also offer classes in outdoor recreation skills such as hiking, canoeing and camping.

Information, Tickets and Tours (ITT)

There's no better place for travel, tours or information regarding both on-base and off-base recreation than the local ITT office. ITT offers a discount ticket service for tours, shows, concerts and sports events on base as well as in the local community. The ITT office also can arrange group tours or help with travel plans.

Community recreation

Like any other "neighborhood," the Navy community often gets together for recreation activities. Ship homecoming parties, picnics, flea markets, carnivals, festivals and holiday programs are just a few of the events offered. Hobbyists can share their interests in riding clubs, ski clubs and many other groups.

Also available are a variety of leisure learning classes such as aerobics, oil painting and cooking.

Fleet recreation

Sea duty is an especially difficult and demanding part of Navy life. It is important that sailors are provided with quality leisure time activities that fit into the limited space available aboard ship. Fleet recreation coordinators (FRCs) help ships with their recreation programs. Located at fleet sites around the world, FRCs help afloat commands plan effective programs and obtain equipment for shipboard use.

A variety of individual and group activities are available for the sailor. Whether in port or overseas, organized tours, picnics and athletic competitions are an important part of the fleet recreation program. Ships also provide a wide selection of recreation and sports equipment available to the sailor for check-out.

Auto hobby shops

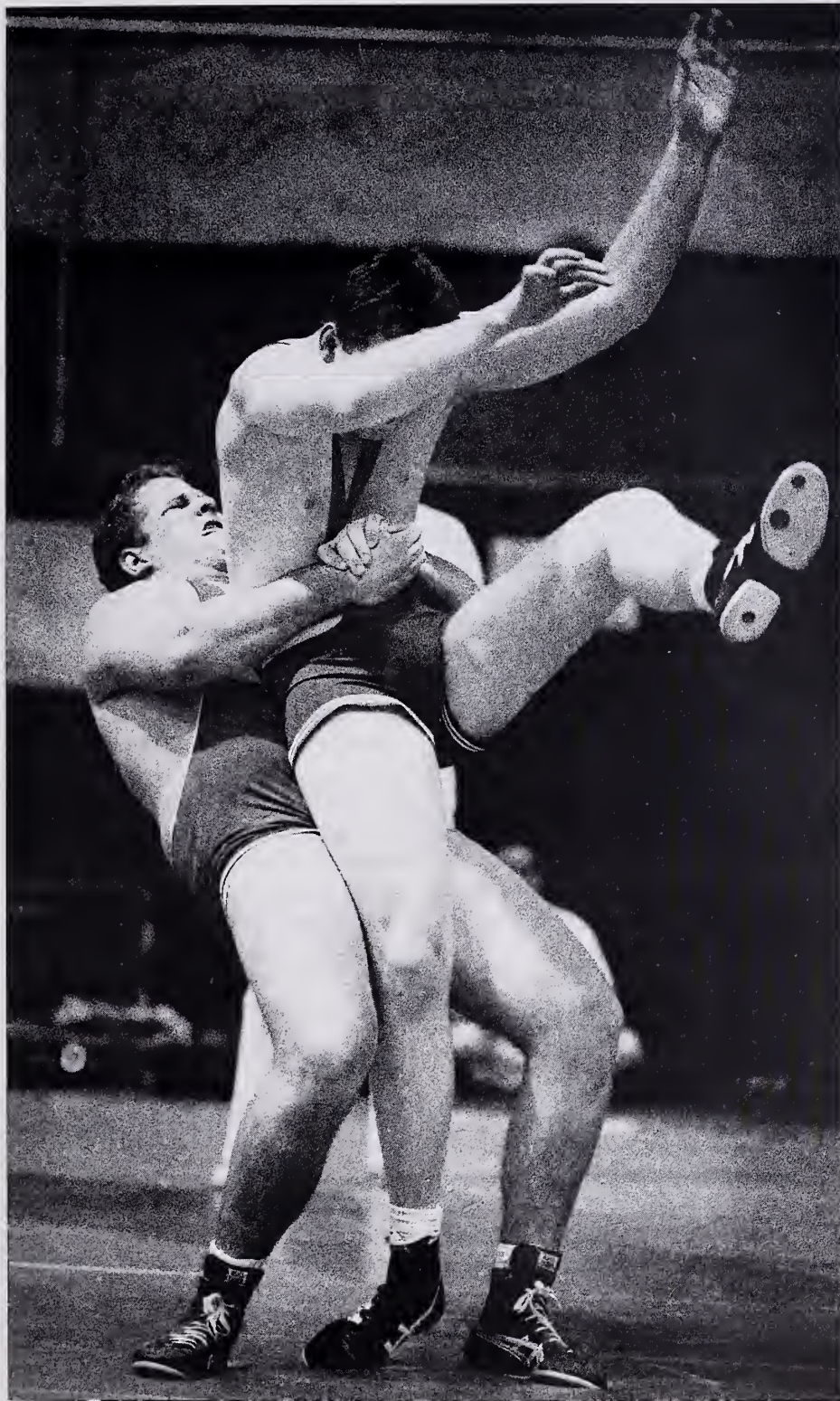
Amateur mechanics can find everything they need to keep their automobiles running smoothly while saving money on car repairs and preventive maintenance. Many shops also provide sophisticated equipment often needed for major projects such as engine overhauls, tune-ups and auto body work. Skills classes provide the knowledge necessary to work on your automobile, and at some installations repair parts can be purchased from the auto hobby shop parts department.

Aquatics

While recreational swimming is the most popular aquatics program, there is much more available for those who enjoy the water. Navy personnel can take advantage of free-lap swimming during designated



U.S. Navy photo



hours at most installations. Children and adults can compete in swimming and diving events. Swimming teams, classes in water ballet, water safety and special events such as water festivals and pool parties are also featured.

Swimming classes are often available for people of all ages, including

toddlers and infants as young as six months old.

Bowling

The Navy's bowling centers have something for bowlers of every skill level. Most centers offer open league bowling, intramural and intercom-

mand competition, as well as special programs for Navy youth. Instructional classes, pro shop resale outlets, shoe rental, locker storage, game rooms, as well as food and beverage areas are available to help make bowling an enjoyable experience for every family member.

Golf

A popular and relaxing sport at most Navy installations is golf, whether on 18-hole courses, pitch and putt courses, miniature "putt-putt" courses or driving ranges. Golf instruction is offered at all levels, and clubs can be rented or stored at the golf course.

Golf pro shops sell whatever equipment and sports clothing golf enthusiasts might need. When Navy golf courses are not available, special arrangements usually can be made for the use of public or private courses.

Navy Motion Picture Service (NMPS)

Movies remain one of the most important forms of recreation, both afloat and ashore. Regardless of size, nearly every ship and installation in the Navy has the capability to show movies. The goal of NMPS is to provide all Navy personnel the opportunity to view at least two new feature films each week. NMPS is responsible for procuring and distributing these films.

Child development centers

Child care has become a high priority in the Navy in recent years. Many new child development centers (CDCs) have been built and older centers are being upgraded. Navy CDCs provide high-quality care on either a regularly-scheduled or drop-in basis. Fees are based on total family income.



These centers also provide well-rounded programs designed to meet the emotional, intellectual, physical and developmental needs of children. CDCs also provide employment for Navy spouses. More than 60 percent of the caregivers (those that provide direct care to children) in Navy child development centers are military spouses. Wages are competitive with comparable jobs off-base, and career progression is tied to training.

Family Home Care (FHC) — care provided by spouses in government housing — is a cost-effective means of expanding a command's child care capacity.

FHC also serves as a means of spouse employment. Most FHC providers are mothers with young children. This program enables these mothers to stay home with their children and earn a salary. Two thousand Navy spouses have found self-employment in this home-based business to be a good solution to the challenge of frequent moves. The

FHC program provides spouses with a career as well as marketable job skills.

Libraries

Ashore and afloat library collections are kept up-to-date by local efforts and through monthly book shipments provided by the Naval Education and Training Program Development Center in Pensacola, Fla.

Small ships and shore activities usually receive paperback books and reference materials. Larger ships have regular libraries of up to 10,000 volumes or more. Libraries on aircraft carriers and at major shore installations offer impressive and varied collections and services.

Many shore and some ship libraries subscribe to "best seller" leasing plans to receive the most recent popular books. Most shore libraries provide interlibrary loan services allowing them to borrow needed materials from other libraries.

Other MWR activities

Military men and women stationed in remote and isolated areas overseas are not neglected when it comes to entertainment. The Armed Forces Professional Entertainment Office (AFPEO), a joint service organization, provides top-quality, live entertainment where it may otherwise be limited or non-existent. In conjunction with AFPEO the United Service Organization (USO), provides celebrity entertainers for all armed forces overseas.

USO recruits and produces all celebrity entertainment tours, sponsoring approximately eight to 10 USO/DoD touring shows annually. USO provides staff for production, advance men to coordinate tour logistics, as well as all funds for housing, per diem, sound systems and other miscellaneous expenses. The AFPEO (DoD) usually provides all tour planning coordination, inter-site transportation and tour escorts.

The USO is not supported by the federal government, but through contributions to the Combined Federal Campaign (CFC), United Way and donations from private and corporate sectors. Today, military men and women and their families enjoy USO programs and services at 175 locations worldwide.

AFPEO, staffed by representatives from the Army, Air Force, Navy and Marine Corps, handles the operation and administration of the armed forces Professional Entertainment Overseas program. Established by DoD, AFPEO is responsible for funding and budgeting and serves as the executive agent for the Secretary of Defense for the administration of the Overseas Touring Show Program.

USO facilities vary with the area they serve. Discount or free tickets to area attractions, tours, recreational equipment and free entertainment are just a few of the many services offered.

UCMJ/Legal Assistance

The U.S. Constitution gives Congress the authority to make laws governing the military.

The military services administer a system of military justice that is distinct and different from the system of criminal justice found in U.S. civilian courts. However, in this century these differences have become fewer.

In 1951, Congress enacted the Uniform Code of Military Justice (UCMJ). Since then the Code has undergone substantial modification. Nonetheless, the UCMJ remains the basis of military law today. Another important aspect of military law is the legal assistance system.



Article 36 of the UCMJ empowers the president to make rules and regulations and establish procedures to govern the conduct of courts-martial and the administration of military justice.

The president does this by issuing the *Manual for Courts-Martial* (MCM), which received a major revision in 1984 in response to the Military Justice Act of 1983. This new MCM contains rules for courts-martial, Military Rules of Evidence and nonjudicial punishment rights and procedures.

A copy of the current MCM may be found in any Navy or Marine Corps legal office.

The system of courts-martial

There are three types of courts-

martial: general, special and summary.

A general court-martial may award any punishment listed in the table of maximum punishments found in the MCM and is convened to try the most serious offenses. The Navy tries approximately 1,000 general courts-martial each year.

A special court-martial is a court of limited punishment authority. The maximum sentence authorized in this court for an enlisted person accused may include a bad-conduct discharge and confinement for not more than six months, forfeiture of two-thirds pay per month for six months and reduction to the lowest enlisted pay grade. Approximately 4,000 special courts-martial are tried each year.

A summary court-martial is a court of very limited punishment authority at which no punitive discharge or confinement in excess of one month may be awarded. Approximately 2,500 summary courts-martial are tried each year.

A nonjudicial punishment proceeding under Article 15, UCMJ — generally referred to as "Captain's Mast" in the Navy or "Office Hours" in the Marine Corps — is not a court-martial and is not considered to be a criminal conviction by either military or civilian authorities.

An understanding of the types of courts-martial is essential to understanding the rights that an accused has in court-martial proceedings.

Nonjudicial punishment rights are separate from those available at courts-martial and may be found in the *Manual of the Judge Advocate General* (JAGMan); *Bureau of Naval*

Personnel Manual (BuPersMan); or "Part V," MCM, 1984.

General and special courts-martial

General and special courts-martial convictions are considered federal criminal convictions by both military and civilian authorities. While officers and enlisted personnel may be tried at either type of court-martial, officers rarely are tried by special court-martial because that court cannot award dismissal, reduction in grade or include a sentence to confinement in the case of an officer.

A special court-martial is empowered to award a bad-conduct discharge. A general court-martial is empowered to award either a dishonorable or a bad-conduct discharge. An accused service member receives extensive legal rights and protections at these courts.

Unlike civilian life where only indigent accuseds receive free legal representation, all accuseds before general or special courts-martial receive free legal representation by a judge advocate who is a lawyer trained in military law and procedures. This "detailed" counsel is attached to a legal command separate from that of the commander who convenes the court-martial. The defense counsel is thus insured against any improper command influence from the accused's military seniors.

Should an accused desire to be represented by a different military lawyer, he may request the services of another lawyer through established procedures. If that other law-

yer is reasonably available, he will be assigned to represent the accused free of charge. Also, a military accused may hire a civilian lawyer to represent him or her at his or her own expense.

Since 1969, general and special courts-martial have been presided over by a military judge who is a senior judge advocate with extensive military justice experience. This officer is assigned to a judiciary activity separate from the local commands that convene courts, so he or she is insulated against influence from local command authorities.

An accused may elect to be tried by a military judge alone, without court members taking any part in the proceedings, and if this election is made, the military judge determines guilt or innocence, and if appropriate, any sentence to be awarded. The great majority of general and special courts-martial in the Navy and Marine Corps are tried before military judges sitting alone.

If an accused chooses to be tried by court members, there will be a minimum of five members at a general court-martial and three at a special court-martial.

If the accused requests a court that includes enlisted members, at least one-third of either court will be enlisted members from a command other than that of the accused. Even in a trial before court members, the military judge presides to control the proceedings and to rule on the admissibility of evidence.

Procedures for appealing a conviction and sentence in the military differ from civilian procedures in two important respects: certain sentences receive automatic review in the military, whereas a civilian

accused would have to request an appeal and, perhaps more importantly, all military appeals are free of charge to the accused.

A service member who is sentenced to be separated from the service with a punitive discharge or to be confined for more than a year is entitled to an automatic appellate review of the conviction and sentence. During the appellate process, the accused is represented by a military appellate defense counsel who is a judge advocate with previous military justice and appellate experience.

These cases are reviewed by the Navy-Marine Corps Court of Military Review and, upon application by the accused and acceptance by the court, to the United States Court of Military Appeals. Under recently enacted legislation by Congress, military courts-martial convictions now may ultimately be reviewed by the U.S. Supreme Court.

An accused who receives a sentence that includes no punitive discharge and includes confinement of less than one year may nonetheless request review of the court-martial by the Judge Advocate General (JAG). This request is generally drafted by the assigned trial defense counsel.

During the entire military appeal process the accused may retain civilian counsel at his or her own expense.

Either the convening authority of the court-martial, the Navy-Marine Corps Court of Military Review or the JAG (whichever acts as an appellate reviewing authority) may disapprove a finding of guilty or lessen a sentence.

The Naval Clemency and Parole Board, acting under authority of the Secretary of the Navy, may also reduce or recommend reduction of certain court-martial sentences. An accused may be represented before



The members of the Court of Military Review handle courts-martial of sailors and Marines where punishment includes a sentence of more than a year of confinement, punitive discharge, dismissal of an officer or death.



LT Nanette DeRenzi demonstrates how she might bring up a point of law on her client's behalf during oral argument before a panel of Navy and Marine Corps judges.

cer assumes the burden of prosecution, defense, judge and jury as he must thoroughly and impartially inquire into both sides of the matter and ensure that the interests of both the government and the accused are safeguarded and that justice is done.

While the officer investigates all aspects of the case prior to trial, he or she may call witnesses or present other proper evidence to permit a conviction on the charges. The Military Rules of Evidence apply, and the offense must be proved beyond reasonable doubt to sustain a conviction.

The accused has a right to be present, introduce evidence and make argument. Prior to trial, the accused may consult a lawyer to discuss trial rights and procedures; however, the accused has no right to be represented at trial by a military lawyer.

While conviction by summary court-martial is a military court-martial conviction, such a conviction is not considered to be a federal criminal conviction.

Nonjudicial punishment

A nonjudicial punishment (NJP) proceeding set forth in Article 15, UCMJ is an administrative means of resolving minor disciplinary matters.

Captain's Mast for NJP should not be confused with a meritorious Captain's Mast for commendatory performance or some other purpose beneficial to the service member, or a request mast conducted at the request of the service member to bring some matter to the commanding officer's attention.

Service members attached to shore commands may refuse NJP;

this board by an appointed military appellate defense counsel.

Navy service members convicted by general courts-martial of serious offenses such as murder, espionage or rape and who receive long prison terms, are usually transferred to the custody of the Federal Bureau of Prisons for service of the period of confinement after the military appellate process is completed.

After these prisoners are separated from the naval service, they are still eligible for clemency from naval authorities; however, generally they are subject to the rights and protections given nonmilitary federal prisoners.

Summary court-martial

A summary court-martial is a one-officer court-martial. A service member may not be tried by summary court-martial unless they agree to such trial, regardless of whether they are attached to a ship or a shore command. Officers may not be tried by this court.

A summary court-martial may not award a punitive discharge. The maximum permissible punishment

of a summary court-martial includes confinement for more than one month, hard labor without confinement for more than 45 days (in lieu of confinement), restriction for more than two months or forfeiture of more than two-thirds of one month's pay.

E-4s and below may be reduced to pay grade E-1, however, E-5s and above may be reduced only one pay grade. If the accused is attached to an embarked vessel and is in pay grade E-3 or below, he or she may be sentenced to three days confinement on board, diminished rations and 24 days confinement in lieu of 30 days confinement.

As a jurisdictional prerequisite, the summary court-martial officer must be an active-duty commissioned officer and of the same branch of service as the accused. Where feasible, the officer's grade should not be below the grade of lieutenant, and the officer should be best-qualified by reason of age, education, experience and judicial temperament as his performance will have a direct affect upon the morale and discipline of the command.

The summary court-martial offi-

however, members attached to a vessel may not.

The imposed punishment may include restriction for not more than 60 days, correctional custody for not more than 30 days, forfeiture of one-half of one month's pay per month for two months or extra duties for not more than 45 consecutive days.

E-3s or below, or persons reduced at NJP to pay grade E-3, who are attached to or embarked on a vessel may be confined up to three days on bread and water/diminished rations.

While Article 15, UCMJ, permits the reduction of E-4s and below, and those above pay grade E-4 to be reduced two pay grades (only in time of war), the JAGMan and naval customs limit reduction in pay grade to one pay grade.

Officers also may be punished at NJP, however, authorized punishments are more limited. Punishment may include a punitive letter of reprimand filed in the service member's official record.

At many commands, after investigation of the allegation, the executive officer conducts a preliminary hearing (XO's screening) to determine whether to refer the matter to the commanding officer for nonjudicial punishment.

Because NJP is an administrative procedure, an accused is not entitled to be represented by a lawyer at the proceeding, however, he or she may consult with a lawyer at the nearest legal service office prior to NJP to discuss the procedural options inherent in refusal to accept NJP.

At NJP, the accused is entitled to tell his side of the story and, if the CO desires, to bring in witnesses to support his contentions.

A key aspect of NJP is that if

punishment is imposed, it is not a "conviction" for either military or civilian purposes, and the record of punishment does not follow the military member into civilian life.

Punishment from NJP may be appealed to higher authority under procedures set forth in the JAGMan and MCM (Part V, 1984).

Extra military instruction

Commanding officers and officers-in-charge may use administrative measures other than NJP to improve efficiency or correct deficiencies in their personnel; one such measure is extra military instruction (EMI).

EMI is not punishment, but rather an available training technique to correct individual deficiencies in performance. EMI must be logically related to the deficiency it is intended to correct.

EMI will not be conducted for more than two hours per day, but it may be conducted after normal working hours.

EMI conducted during normal working hours may be assigned by officers and petty officers unless this authority has been withdrawn.

Other administrative measures

In addition to EMI, the JAGMan permits the administrative withholding of privileges such as special liberty, exchange of duty or liberty in foreign ports. Lastly, military seniors may issue non-punitive letters of caution to individuals for substandard conduct or performance, without resorting to NJP. These letters are not considered punishment and do not become a permanent part of a person's record.

Legal assistance: a benefit for you and your family

Another of the many benefits available to you and your family members is legal assistance. Under the legal assistance program, judge advocates provide free legal advice and assistance regarding your personal legal rights and responsibilities in any given situation.

Judge advocates. As a member of the Judge Advocate General's Corps, a judge advocate is an attorney who has graduated from an accredited law school, is licensed to practice



Chief Judge CAPT Kent A. Willever and Senior Judge Marine Col. Richard A. Strickland examine an opinion written on a case resolved by the Court of Military Review.

Photo by CWO2 Carl Henderson

The image shows a collage of tax-related documents. At the top left is a portion of a tax table with columns of numbers. Below it is a 'Who Should File' guide with sections for 'When to File' and 'Who Should File'. To the right is a '1040 U.S. Individual Income Tax Return' form from the Department of the Treasury, Internal Revenue Service. The form includes sections for 'Filing Status', 'Exemptions', and 'Dependents'. The title 'Schedules A & B—Itemized Deductions' is also visible.

local taxes. LAAs will not prepare your tax return for you. However, you should be able to obtain forms for filing your income tax return at your local legal assistance office.

Domestic relations

Adoption. If you and your spouse want to adopt a baby, a legal assistance attorney can assist you by explaining the appropriate legal procedures.

The LAA may, in some areas, assist you in the preparation of the required paper work. In limited cases, the LAA may actually represent you in court (see Expanded Legal Assistance Program). An LAA may be able to provide information about the Navy's Adoption Expense Reimbursement Program.

Marital problems. If you and your spouse are having marital difficulties and need legal advice, an LAA can advise you or your spouse concerning the legal and practical implications of annulment, paternity, legal separation, divorce and child custody.

Additionally, if the matter is uncontested (that is, you and your spouse are in total agreement about how to resolve the situation), assistance may be given, by separate legal assistance offices, to each party in preparing the necessary *pro se* documents, meaning you represent yourself before a court. One legal assistance office may not represent both parties in certain matters, such as divorce, even if it is uncontested. The amount of assistance available will vary according to local practice.

Spousal and child support. If your spouse is not providing sufficient support for you and the children and you don't know how to enforce the obligation, an LAA can assist you in determining whether your spouse is meeting his or her obligation, how you can enforce this obligation and what, if any, legal action you may

law by the highest court of a state or by a federal court and who has graduated from the Naval Justice School, Newport, R.I. Since judge advocates perform many duties for the Navy, judge advocates assigned to assist individuals with personal legal problems are known as legal assistance attorneys.

Eligibility for legal assistance. Under the legal assistance statute, service members, both active duty and retired, and their immediate family members are eligible to receive legal assistance. Chapter VII of the JAGMan sets forth additional categories of persons eligible to receive legal assistance, including survivors of eligible members and retirees, certain overseas civilian employees and their family members and allied forces service members serving in the United States and their family members.

Legal assistance office. Located at major installations, the naval legal service office (NLSO) is a key source for legal assistance. If no NLSO is in your area, contact your staff or station judge advocate to find out where you can receive assistance.

Legal assistance attorneys (LAAs) are constantly helping Navy men and women with a variety of legal matters. LAAs assisted more than 590,000 people last year. The following list shows why legal assistance attorneys are so frequently consulted by Navy members.

Tax questions

Your legal assistance attorney can assist you at tax time with answers to general questions. Tax help at legal assistance offices is, however, limited to general advice and assistance regarding federal, state and

take in order to ensure that your spouse will continue to meet this obligation in the future.

Legal assistance may include the LAA notifying your spouse in writing that he or she has an obligation to support his or her family members, notifying your spouse's commanding officer of your spouse's non-support and or advising you to seek an involuntary allotment from or garnishment of your spouse's military pay.

Will preparation, estates and trusts

Will preparation. If you want to ensure that your worldly possessions go to the individuals you have chosen, then a will is the solution. An LAA can advise you as to what a will is and how it can affect the disposition of your estate.

The LAA can also draft a will that fits your particular desires and needs but if the LAA determines that he or she cannot provide adequate advice or assistance regarding your estate, then he or she will assist you in locating a civilian attorney so that your needs can be fulfilled by a specialist in estate planning. An LAA may also be able to provide a "living will" which relates to the use of extraordinary life-sustaining measures if you become seriously ill.

Trusts. If you are concerned about how your children will be able to attend college if you are not around to assist them, your LAA can advise you as to possible solutions.

One possible solution may be a trust — placing certain assets under the control of a third party who has an obligation to ensure that those properties and assets are applied toward a certain goal, usually your children's educational needs.

Consumer advice

"Lemon Law." If you have

recently purchased an automobile that doesn't perform well and are unable to get proper service from your dealer, your LAA can advise you as to possible remedies which may include you asserting your rights under an applicable "Lemon Law," contacting the manufacturer's area representative or filing a complaint with the local Better Business Bureau against the dealership.

Leases. If you buy a house, then get permanent change of station orders to an overseas duty station and you don't want to sell the house, you may want to consult your LAA about the options available to you.

If you decide to rent or lease your house, your LAA can assist you by explaining the local laws regarding the rights and duties of a landlord and by explaining the best ways to resolve difficulties with the house or tenants when you're overseas.

In some areas, your LAA may draft a lease to fit your needs. An LAA will also provide assistance to tenants by reviewing their lease and advising them of their rights under the local laws.

Powers of attorney. If you're returning from an overseas tour and you need someone to release your household goods shipment to the movers because you're leaving from overseas before your furniture and other goods, your LAA can acquaint you with an area of law which allows you to appoint another person to act in your place when you cannot be available. Such an appointment is commonly accomplished by a power of attorney.

Your LAA will advise you that a power of attorney may be drafted to authorize a person to act on your behalf in your affairs through a general power of attorney, or only in specific situations such as obtaining emergency medical care for your children or registering your car through a limited or "special" power of attorney. Your LAA will advise

you which type would best meet your needs.

Credit laws. If you receive your monthly credit card statements and feel it contains unauthorized charges, your LAA can advise you as to your rights under the federal and state laws on credit card billing, can advise you of appropriate action you should take, and prepare or assist you in the preparation of necessary documents and correspondence.

Notary public. LAAs are empowered to act as a notary without the usual \$5 fee most public notaries charge. Most legal assistance offices also have civilian notaries.

Civil courts

An LAA can advise you as to your protection under the Soldiers' and Sailors' Civil Relief Act. This act provides certain protections to active-duty members who have been sued in a civil court and who, because of their military duties cannot defend themselves from the lawsuit.

These protections may include:

- The civilian court appointing an attorney to represent you.
- The court postponing the proceedings until you are able to reasonably defend yourself.
- The court may allow you to void a default judgment if such was awarded against you.

Legal assistance attorneys

It should be clear that your LAA can assist you in innumerable situations by:

- Counseling and assisting eligible service members in connection with their personal legal problems.
- Referring eligible persons to a civilian lawyer.
- Serving as advocate and counsel for eligible persons in connection with their personal legal problems.

- Preparing and signing correspondence on behalf of a client.
- Negotiating with another party or that party's attorney.
- Preparing legal documents, as permitted by the JAGMan, other regulations and local practice.
- Serving as advocate and counsel for, and providing full legal representation (including in court), to persons eligible for the Expanded Legal Assistance Program (ELAP) if the legal assistance office has been authorized for participation.

Additionally, your LAA holds all conversations and dealings with you in strict confidence, as required by the Navy rules of professional responsibility.

However, an LAA cannot:

- Provide legal assistance to those not eligible to receive such assistance.
- Provide legal assistance via a third party. The attorney must deal directly with the client, not a friend or relative of the person to be assisted.
- Assist or counsel eligible persons regarding legal problems arising from the client's business or commercial interests.
- Provide in-court representation for an individual, if the legal assistance office or the client is not eligible for ELAP.
- Give advice over the telephone.
- Represent both parties in a dispute.

Expanded Legal Assistance Program

An LAA can assist you if you need an attorney to represent you in a civilian court if you are eligible for the expanded legal assistance program (ELAP) and if your local legal assistance office has been authorized to participate in this program.

Under ELAP, legal assistance attorneys can provide full legal assistance and representation, including



representation in civilian courts to eligible individuals.

ELAP eligibility requirements are:

- If you are single, you must be an active-duty E-3 or below without a source of substantial income independent of your military income.
- If you are married, you must be an active-duty E-4 or below without a source of substantial income independent of your military pay.
- If you are on active duty and are unable to afford the services of a civilian attorney without substantial financial hardship.

If you meet any of the above requirements, then you may participate in this program. However, your legal assistance office must also be authorized to participate in the program and have the necessary resources to provide the service.

Representation in court may be limited to matters such as small claims, landlord and tenant disputes or minor traffic infractions.

Preventive law

If your will and your family have

been taken care of, you should still see an LAA.

It is far easier to avoid a problem before it happens than to try and resolve it afterward. An LAA can assist you in:

- Reviewing your present will to ensure that it fulfills your present desires and needs.
- Reviewing leases or contracts for you before you sign "on the dotted line" so that you know in advance all of your rights and duties.
- Advising you of present law and new laws.

Remember, your LAA is there to serve you, but your LAA is useful only if you use him or her.

Today's Navy places far greater emphasis on quality of life. The JAG has set the course for the legal assistance program. Legal assistance attorneys are providing the finest legal services based upon the highest degree of excellence and professionalism.

If you have, or think you may have, a legal problem see a legal assistance attorney. Your quality of life depends upon it. □

Education Benefits

Education is an essential part of every service member's career. The Navy provides personnel with a wide variety of programs to assist them in every facet of civilian education, whether it's fulfilling requirements for a high school diploma, earning an equivalency certificate or completing a college degree program.

At the present time, educational opportunity is increasingly critical for both in-service promotion potential as well as preparation for possible transition to another career outside of the military.

It is the goal of the Chief of Naval Operations (CNO) to make education accessible to all naval personnel. And there are definite rewards for continuing education.

For example, enlisted personnel competing for advancement to pay grades E-4 to E-6 will be awarded one point in the advancement computation if they complete an associates degree while on active duty and two points if they complete a baccalaureate degree or higher after they enter the Navy.



Navy Campus: The Navy's voluntary education program

Since Navy Campus was established in 1974, thousands of Navy men and women have taken advantage of the Navy's voluntary education program to further their education by earning:

- A high school diploma or equivalency certificate.

- A certificate of civilian apprenticeship.

- A college degree — associate's, bachelor's or graduate.

Navy Campus provides assistance to sailors every step of the way by helping them define education goals through educational counseling, testing services and tuition assistance programs.

On-Base Navy Campus. The Navy brings college courses directly to our installations worldwide. More than 90 colleges teach classes at 74 locations.

Program for Afloat College Education (PACE). PACE makes it possible for personnel at sea to go to college. PACE is a fully-funded program for the sailor with civilian instructors berthed on board to teach classes. Since some ships and all submarines cannot accommodate a civilian instructor, the PACE II program has been developed.

Through the PACE II program, courses are delivered electronically through an interactive microcomputer.

Tuition Assistance (TA). TA is available to all active duty person-

nel. The Navy pays tuition costs at:

- 100 percent for high school completion.

- 75 percent for all officers and enlisted, subject to the following constraints:

Undergraduate: 75 percent of a maximum of \$125 per credit hour not to exceed \$285 per course.

Graduate: 75 percent of a maximum of \$175 per credit hour not to exceed \$395 per course.

Independent Study: 75 percent of the cost of the course not to exceed \$1,000 per course.

High school completion. Service members can complete high school requirements during off-duty time with the full cost of classes paid under Navy TA.

Functional Skills Program. A voluntary, on-duty program, Functional Skills is designed to improve reading comprehension, math and writing skills.

It helps personnel increase skill levels so they can improve their job performance and be prepared to continue their education. This program can be offered both on-base and aboard ship.

Navy Campus Education Specialists

Civilian education specialists assist Navy personnel in planning their educational program. These specialists help with such things as:

- establishing realistic education goals,
- identifying training and experience for college credit,
- assisting in enrollment and registration,
- recommending specific courses or programs of study,
- providing financial assistance,
- administering tests offered through DANTES (GED, ACT, SAT, CLEP) and
- explaining SOCNav opportunities.



Servicemember's Opportunity Colleges, Navy (SOCNav). SOCNav is a consortium of 700 colleges and universities that have agreed to reasonable transfer of credit and limited residency requirements for military students.

SOCNav-2, the special associate's degree program, offers 17 fields of study. Currently, 49 accredited colleges have combined to form a worldwide network.

SOCNav-4, the baccalaureate degree program, offers 23 fields of study. Currently, 34 accredited colleges have combined to form a worldwide network.

By enrolling in an individual SOCNav-2 or SOCNav-4 college, the sailor can work toward a degree wherever he or she is located and not

have to worry about his or her credit transfer.

Apprenticeship Program. This program gives Navy enlisted personnel a means to apply Navy training and credited work experience to a civilian journeyman certificate. Apprenticeships are available through agreement with the Department of Labor in 60 ratings. Up to 50 percent of the total required training can be satisfied by appropriate experience.

American Council on Education (ACE). The Navy, like the other services, works with the civilian academic community to obtain college credit for Navy training. ACE teams visit Navy schools to examine course outlines, visit labs as well as classes and talk to instructors. Their recommendations on the number of

college credits that should be given are published every two years in the "Guide to Evaluation of Educational Experiences in the Armed Services." This guide translates Navy technical school courses into course titles at civilian institutions. The majority of American colleges use the guide to award college credit for completed military training.

Defense Activity for Non-Traditional Education Support (DANTES). DANTES is a DoD agency which supports the voluntary education programs of all the armed services. Non-traditional education typically means that the educational experiences did not take place in a formal classroom. DANTES provides all kinds of opportunities to take special tests for academic

credit, college entrance exams and the graduate record examination.

Through DANTES, sailors can use independent study courses to pursue a degree program. TA reimbursement is authorized upon successful course completion. For further information about DANTES services, contact your local Navy Campus office.

Enlisted Education Advancement Program (EEAP)

EEAP offers career-motivated enlisted members the opportunity to pursue a course of study at any accredited college or university.

EEAP provides for the completion of associate/baccalaureate degree requirements.

EEAP selectees receive full pay and allowances (less proficiency pay), but must pay all costs for tuition, books and other fees themselves.

The course of study must continue through the summer months and the requirements for an associate degree must be completed in 24 calendar months or less.

Six years of obligated service will be incurred in exchange for the opportunity to participate in the program.

Eligibility requirements for EEAP are:

- Be on active duty in paygrade E-4 or above.
- Have at least four years, but not more than 14 years of active service as of Sept. 1 in year of application.
- Be a high school graduate or have passed the GED test.
- Have a word knowledge/arithmetic reasoning of at least 110 on the Armed Services Vocational Aptitude Battery Test.
- Have successfully met Navy physical fitness standards within the past 12 months.
- Have no record of conviction by court-martial, non-judicial punish-

ment or by civil court for other than minor traffic violations during the previous two years.

- Must agree to re-enlist or extend enlistment to have six years of active obligated service as of enrollment date.

- Must be recommended by the commanding officer. OpNavNote 1510 has further details on EEAP.

Enlisted Commissioning Program (ECP)

ECP provides outstanding, career-designated active-duty enlisted personnel in the Navy or Naval Reserve, who have previously earned college credit, an opportunity to earn a regular commission.

Selectees are ordered to the ECP on a permanent-change-of-station basis and enrolled in a participating Naval Reserve Officers Training Corps (NROTC) host university. They receive full pay and allowances for their enlisted paygrades and are eligible for advancement.

Tuition, fees, books and other expenses incurred while participating in the ECP will be paid by the student. Room and board are at the individual's expense.

Selectees are expected to complete degree requirements for a non-technical degree in not more than 30 calendar months or a technical degree in not more than 36 calendar months, attending school on a full-time, year-round basis.

Eligibility requirements for the ECP are as follows:

- Be a citizen of the United States.
- Be an enlisted member of the Navy or Naval Reserve on active duty and have completed at least four years of active service as of Sept. 1 in the year of enrollment.
- Have completed sufficient undergraduate course work to complete requirements for a non-technical degree in 30 months or technical degree in 36 months.

- Be at least 22 years of age, but able to complete degree requirements and be commissioned prior to 31st birthday.

- Have a cumulative grade point average (GPA) of 2.5 or better on a 4.0 scale (GPA is based on grades for all courses taken).

- Have a certified copy of the Scholastic Aptitude Test (SAT) or the Enhanced American College Test (EACT) scores from test taken after Aug. 31 of the preceding year. Although no minimum score is required on the SAT or EACT, scores less than 950 SAT or 45 EACT are normally not competitive for selection.

- Meet physical standards for appointment in the unrestricted line.

- Have no record of conviction by court-martial, non-judicial punishment, or civil court (for other than minor traffic violations) during the two years preceding Nov. 1 of the year of application. Have no record of a felony conviction (military or civilian) regardless of the date, or any record of drug abuse while in an enlisted status.

- Be recommended by the commanding officer.

Interested persons should see their career counselor and check OpNavNote 1530 or contact the Enlisted Commissioning Program Manager, Chief of Naval Education and Training, NAS Pensacola, Fla. 32508-5100 for additional information.

Broadened Opportunity for Officer Selection and Training

BOOST is an academic program which enables enlisted personnel to acquire the scholastic skills and academic credentials to pursue a naval commission through established commissioning education programs such as the Naval Academy or NROTC.

The academic program at BOOST provides college preparatory instruction emphasizing mathematics, the physical sciences and the communication skills of reading, writing, listening and speaking. Included in the program are educational and personal counseling, development of study skills and time management.

The basic BOOST program is followed by an eight-week NROTC preparatory session for participants receiving NROTC scholarships.

Eligibility requirements for BOOST are as follows:

- Prospective NROTC Scholarship Program applicants must not have reached their 21st birthday by June 30 of the year entering BOOST school.

Candidates with active enlisted service in the armed forces prior to

entering BOOST school may be granted a waiver on a month-for-month basis up to a maximum of 36 months.

- Prospective USNA candidates must not have passed their 21st birthday on July 1 of the year entering BOOST school, and must be unmarried with no dependents.

- Minimum Scholastic Aptitude Test scores for eligibility are: 390 verbal/460 math. Minimum Enhanced American College Test scores for eligibility are: 18 English/20 math.

Interested personnel should see their career counselor and check OpNavNote 1500 or contact the BOOST program manager at Chief of Naval Education and Training, NAS Pensacola, Fla. 32508-5100 for additional information.

Education and Training Management Subspecialty

The ETMS program prepares officers to manage education and training activities. Billets are located throughout the Naval Education and Training Command and at other activities in ranks of O-3 through O-6.

The graduate-level curriculum that qualifies officers for the ETMS subspecialty code combines education and training principles with general management. To satisfy the education requirements for this subspecialty, officers complete course work in such areas as: organizational development; educational research and psychology; resource planning and programming; applications of computer technology to education and training; contract administra-

Table 1. Officer Special Education Programs

| Program | Existed Since | Payer | Total Selects | Cost (\$) | Selected | How Comments |
|--|---------------|--------------|------------------------|------------|----------|---|
| College Degree Program (CDP) | 1965 | Member | 100 (65 NavCads) | 0 | Board | W-2 to CDR and LDOs must have bachelor's; NavCads must augment. |
| AEP | 1974 | Member | 24 (max. 30) | 0 | Board | Master's. |
| Olmsted Scholarship | 1960 | Donor | 3 | 0 | Board | Two years graduate education at a foreign university. |
| Law Education Program (LEP) | 1974 | Navy | 7 | 250,000 | Board | Commissioned as JAG upon completion. |
| Executive Training Program (ETP)-MIT/Harvard | 1974 | Navy/DoD | 6 | 65,000 | Board | Executive management courses. |
| Executive Leadership Dev. Prog. I (ELDP) | 1989 | Command | 2 | 4,000 each | Board | Management skills. |
| ELDP II | 1992 | Command | 1 | 10,000 | Board | Management skills. |
| Mass. Inst. of Technology (MIT) Seminar XXI | 1986 | Command | 10 | 4,500 each | MIT | Management skills. |
| Scholarship Program | 1963 | Donor/School | 25 Midshipmen/10 Fleet | 0 | College | Member must obtain. |

tion and evaluation; and design and evaluation of technical training programs.

Officers can usually complete the full-time curriculum in 12 to 15 months.

The officer subspecialty is now available at the following universities: Stanford, Stanford, Calif.; Harvard, Cambridge, Mass.; George Washington, Washington, D.C.; Old Dominion, Norfolk; San Diego State, San Diego; Memphis State, Memphis, Tenn.; and the University of West Florida, Pensacola, Fla. In addition, an off-duty curriculum is available at most of these universities and at the University of North Florida/Jacksonville University, Jacksonville, Fla., as well.

For more information on ETMS, contact Chief of Naval Education and Training, Officer Accessions, or Pers 440 at DSN 922-4994.

Department of Veterans Affairs Education Programs

The Department of Veterans Affairs (DVA) manages the following basic educational assistance programs for service members and veterans: the Vietnam-era GI Bill (VEGIB); the Veterans Educational Assistance Program (VEAP); and the Montgomery GI Bill (MGIB), including the Selected Reserve GI Bill (RMGIB).

Vietnam-era GI Bill, Chapter 34. Veterans who served on active duty for more than 180 continuous days between Jan. 31, 1955, and Jan. 1, 1977, and (a) were released under conditions other than dishonorable, (b) were discharged for a service-connected disability, or (c) continued on active duty, were eligible for educational benefits under the VEGIB.

Eligibility for VEGIB ended 10 years from the date of a member's release from active duty or Dec. 31, 1989, if the member remained on

active duty after that date. VEGIB terminated Dec. 31, 1989.

Chapter 34/30 Conversion

On Jan. 1, 1990, eligible VEGIB

members were automatically converted to the Montgomery GI Bill (MGIB) without a reduction in pay. In DVA terms, this is called the Chapter 34/30 conversion. The eligibility criteria for conversion is:

Table 2. Chapter 34/30 Conversion Benefits

| Months Used Under VEGIB* | Months at Enhanced Rate | Months at Basic MGIB** Rate |
|--------------------------|-------------------------|-----------------------------|
| 00 | 36 | 0 |
| 01 | 36 | 0 |
| 02 | 36 | 0 |
| 03 | 36 | 0 |
| 04 | 36 | 0 |
| 05 | 36 | 0 |
| 06 | 36 | 0 |
| 07 | 36 | 0 |
| 08 | 36 | 0 |
| 09 | 36 | 0 |
| 10 | 35 | 1 |
| 11 | 34 | 2 |
| 12 | 33 | 3 |
| 13 | 32 | 3 |
| 14 | 31 | 3 |
| 15 | 30 | 3 |
| 16 | 29 | 3 |
| 17 | 28 | 3 |
| 18 | 27 | 3 |
| 19 | 26 | 3 |
| 20 | 25 | 3 |
| 21 | 24 | 3 |
| 22 | 23 | 3 |
| 23 | 22 | 3 |
| 24 | 21 | 3 |
| 25 | 20 | 3 |
| 26 | 19 | 3 |
| 27 | 18 | 3 |
| 28 | 17 | 3 |
| 29 | 16 | 3 |
| 30 | 15 | 3 |
| 31 | 14 | 3 |
| 32 | 13 | 3 |
| 33 | 12 | 3 |
| 34 | 11 | 3 |
| 35 | 10 | 3 |
| 36 | 09 | 3 |
| 37 | 08 | 3 |
| 38 | 07 | 3 |
| 39 | 06 | 3 |
| 40 | 05 | 3 |
| 41 | 04 | 3 |
| 42 | 03 | 3 |
| 43 | 02 | 3 |
| 44 | 01 | 3 |
| 45 | 00 | 3 |

* VEGIB = Vietnam-era GI Bil
** MGIB = Montgomery GI Bil

- Served on active duty without a break in service from Oct. 19, 1984, through June 30, 1988, or June 30, 1987, followed by four years in the Selected Reserve;

- Received a high school diploma or equivalency by Dec. 31, 1989;

- Must have remaining entitlement under the VEGIB;

- Received an honorable discharge.

The maximum amount of VEGIB months that can be converted to the MGIB is 36. However, if an individual is entitled to both the VEGIB and MGIB, he or she cannot receive more than 48 months of full-time benefits under both programs. The amount of educational assistance and the number of effective benefit months is related directly to remaining entitlement under the VEGIB.

The monthly benefit (enhanced) rate is equal to the basic MGIB rate of \$350 plus one-half of the applicable allowance under the Vietnam-era GI Bill. The current VEGIB/MGIB conversion benefit rates (for full-time study) are:

Single - \$538; One dependent - \$574; Two dependents - \$605; Each additional dependent - add \$16.

Note: If an individual has used all 45 months of entitlement under the VEGIB prior to Jan. 1, 1990, there is no remaining entitlement for conversion to the MGIB.

Benefits must be used within 10 years of the separation date. If the character of service is upgraded to honorable, the 10-year period then begins on the date of upgrade. For broken service between Jan. 1, 1977, and Oct. 18, 1984, the DVA will subtract those periods of service the member was not on active duty from the 10-year delimiting date.

Veterans Educational Assistance Program (VEAP)

VEAP replaced the Vietnam-era GI Bill for service members who

entered the Navy for the first time during the period Jan. 1, 1977, through June 30, 1985. To remain eligible for VEAP, members must have initially enrolled prior to March 31, 1987, or during the period Oct. 28, 1986, through March 31, 1987. Eligible members may contribute to VEAP either by monthly allotments of \$25 to \$100 (in \$5 increments), or by lump-sum contribution.

Members must agree to participate in VEAP for a minimum of 12 consecutive months, but disenrollment prior to 12 months is permitted in cases of financial hardship. The maximum amount that a service member can contribute is \$2,700. The Navy will match contributions at a rate of \$2 for every \$1 contributed by the participant. With Navy matching funds, the maximum amount is \$8,100.

Participants receive monthly benefit payments based on the number of months they contributed, or for 36 months, whichever is less. The maximum monthly benefit payment is \$300. Benefits may be used in the same education programs authorized under the Vietnam-era G.I. Bill except for cooperative programs.

If entry into the service was on or before Sept. 7, 1980, (enlisted), or Oct. 16, 1981, (officer), veterans must have served on active duty for a continuous period of more than 180 days or have been discharged for a service-connected disability. If entry into the service is after the above listed dates, veterans must serve on active duty for a continuous period of 24 months.

Benefits may be used in service after completion of the first obligated period of active duty or six years, whichever is less. Participants must be released from active duty under conditions other than dishonorable and have 10 years from the date of last discharge or release from active duty within which to use

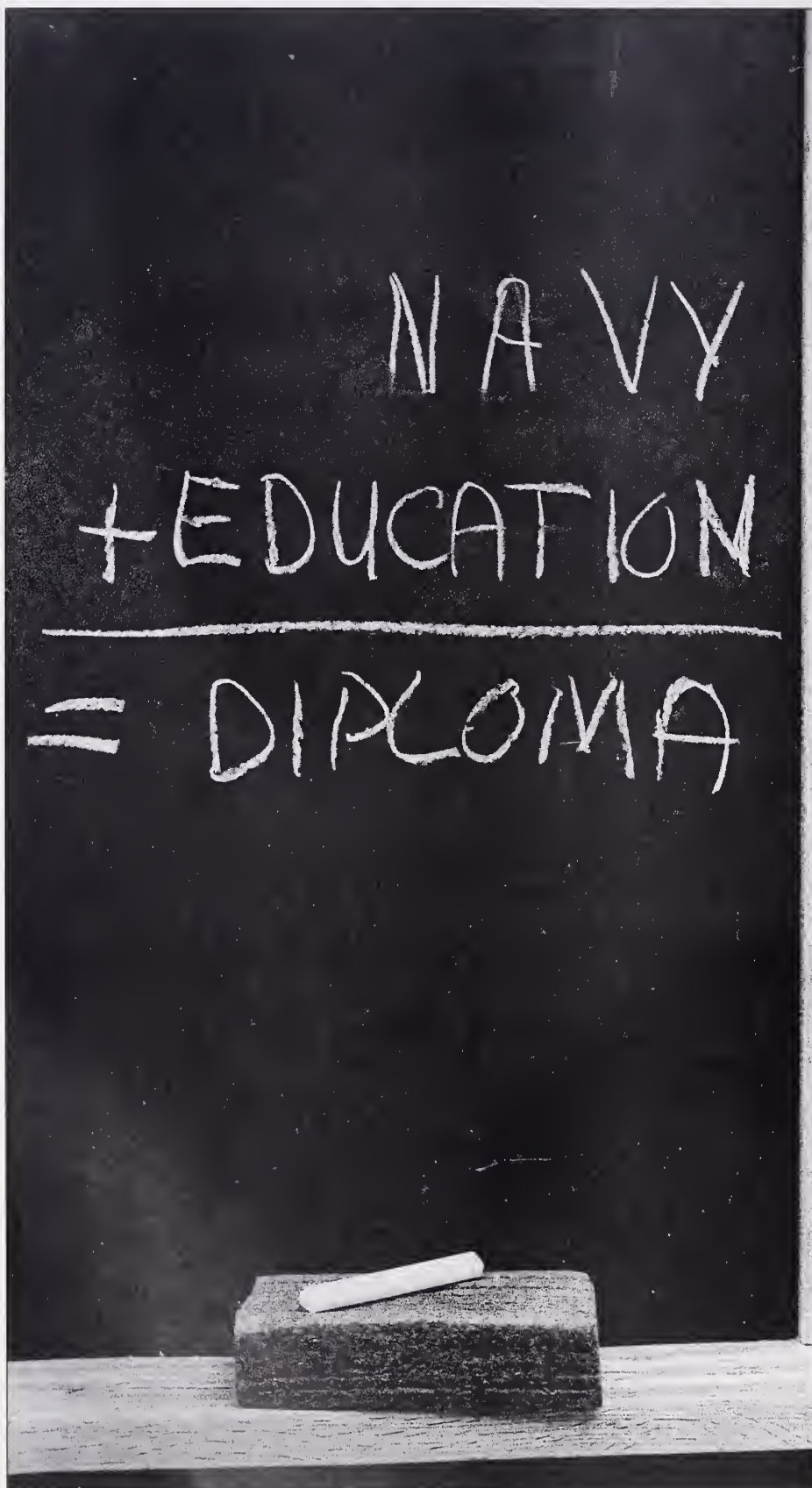
these benefits. The Navy's governing directive of VEAP is OpNavInst 1780.3.

Chapter 30, Montgomery GI Bill (MGIB)

MGIB is the education program offered to individuals who *initially* entered military service after June 30, 1985. Participants must have a high school diploma or equivalency before completing their initial term of active service. Service members have \$100 per month deducted from their pay for the first 12 months of their active duty, unless they specifically elect not to participate in the program. The decision not to participate is irrevocable. The \$1,200 deducted is non-refundable and not taxable. If the member dies while on active duty, the amount deducted from pay is paid to a surviving beneficiary listed on the Service Member's Group Life Insurance (SGLI) election form.

Service members eligible for the VEGIB as of Jan. 1, 1990, are also eligible for the MGIB as Chapter 34/30 converts with no reduction in pay. EEAP, ECP and ROTC participants can draw MGIB benefits while attending school, but USNA cannot. USNA and ROTC graduates if eligible from prior service, lose eligibility upon graduation. If they are dropped, they retain their eligibility. Naval Academy and ROTC scholarship graduates commissioned after Dec. 31, 1976, are not eligible for MGIB, unless involuntarily separated with an honorable separation.

Active duty for three years, or two years active followed by four years in the Selected Reserve, will entitle an individual to \$350 per month for 36 months of MGIB benefits. Benefits can be used for residence programs in institutions of higher learning, non-college degree schools, correspondence courses, cooperative training, flight training, apprentice-



U.S. Navy photo

ship and on-the-job training. The DVA has sole approval authorization for schools/training programs. In-service use of benefits is available after two years on active duty, and veterans have 10 years after release from active duty to use their benefits. An honorable discharge is required. An early discharge for a service-connected disability, pre-existing medical condition, hardship, reduction in force or other physical/mental condition will allow member to receive month-for-month benefits for every month they were on active duty for up to 36 months.

Members who were involuntarily separated from the Navy are eligible to enroll in the MGIB if they were:

- On active duty as of Sep. 30, 1990;
- Separated on or after Feb. 3, 1991, and before Oct. 1, 1985;
- Received an honorable discharge;
- Received a qualifying separation code.

Those involuntarily separated members who met the above conditions and who are participants in VEAP can withdraw their VEAP contributions and elect to enroll in the MGIB.

Members considering voluntary early separation must adhere to time-in-service guidelines outlined in OpNavInst 1780.3 to maintain MGIB eligibility. The full 36 months of MGIB is only available to service members who are discharged for the "convenience of the government" if they have completed 20 months active duty or more of a less-than-three-year contract, or 30 months active duty or more if contracted for three or more years.

Application for benefits, whether in-service or post-service, may be made through the Veterans Affairs Office at the educational institution to be attended, by completing VA Form 22-1990. The school will com-

plete the VA Form 22-1999. These forms are forwarded to the appropriate VA regional office.

Reservists on active training or Sea and Air Mariners programs (SAMs, OSAMS and SAM IIs) are not eligible for MGIB. Those recalled to active duty for less than 24 months are also not eligible. However, these reservists could be eligible for the Selected Reserve GI Bill. (RMGIB).

Selected Reserve GI Bill (RMGIB), Chapter 106

RMGIB is the educational entitlement program available to members of the Selected Reserve who enlist, re-enlist or extend for a six-year period after June 30, 1985. Benefits are paid to Selected Reservists (SelRes) who complete their initial period of active duty for training and have a high school diploma or equivalency. Full-time payments are \$170 per month for 36 months, but assistance is only available up to a baccalaureate degree.

Failure to participate satisfactorily in the Selected Reserve will require the member to pay back a certain portion of monies received from the DVA plus interest. Eligibility can never be regained once a member is declared an unsatisfactory participant.

Benefits under the RMGIB will terminate if 10 years have passed since the member first became eligible, if the member's drilling performance is declared unsatisfactory, or if the member separates from the Selected Reserve. Reservists are able to discount periods of active-duty service of less than two years to qualify for the Montgomery GI Bill if they are later recalled to active duty for two years or more. SelRes cannot receive credit for the RMGIB and MGIB for the same period of service — they must elect one. Those personnel who elect MGIB by two years of active duty followed by four years

in the Selected Reserve cannot qualify for RMGIB until their drilling obligation for MGIB is completed.

References

For personal assistance with VEGIB, VEAP or MGIB contact:

Bureau of Naval Personnel (Pers-602B) Washington, D.C. 20370-5000, Phone: DSN 224-5934/5; toll free 1-800-962-1425; or (703) 614-5934/5; Fax (703) 693-6593.

For personal assistance with RMGIB contact: Commander Naval Reserve Force (Code 009E) 4400 Dauphine Street New Orleans, La. 70146-5000, Phone: DSN 363-1960/1; toll free 1-800-621-8853; or (504) 948-1962/3/4.

Graduate education

Graduate education is increasingly important to the naval officer as a means of enhancing professional development. There are several avenues available to achieve this goal, the foremost being fully funded graduate studies at either the Naval Postgraduate School, Monterey, Calif., or at selected civilian universities. Programs and year groups are provided in an annual OpNavNote 1520. Officers are selected during regular lieutenant and lieutenant commander promotion boards based on professional performance, academic background (including off-duty education) and the Navy's requirements for subspecialists. Selectees remain eligible while they remain in that grade.

Approximately 1,650 officers from all services and some foreign countries attend the Naval Postgraduate School to study aeronautical and naval systems engineering, communications, electronic warfare, command and control, anti-submarine warfare, national security affairs, management sciences or computer technology.

An additional 150 naval officers per year enter civilian institutions to study such fields as naval architecture, ship construction, civil engineering, supply systems management, religion and law. Quotas are available for all curricula. The Naval War College now awards a master of science degree (National Security and Strategic Studies) for successful completion of their intermediate or senior resident programs.

Officers interested in graduate education can contact their detailee.

A limited number of officers (approximately 30 annually) may be selected for the Advanced Education Program (AEP).

The AEP provides an opportunity for officers to attend a civilian university for up to 24 months of full-time study to complete master's-level graduate study. Their studies must be consistent with their designators and lead to earning a subspecialty.

Commissioned officers in grades of lieutenant junior grade through lieutenant commander are generally eligible. AEP participants receive full pay and allowances while enrolled, but must pay their tuition and other educational expenses. The program is described in OpNavInst 1520.30.

Officers interested in AEP can call the Education and Programs Service Branch (Pers 602) for more information at DSN 224-5953 or (703) 614-5953.

For those officers who do not attend the Naval Postgraduate School there are other available options. They can, for example, apply for a civilian academic scholarship or compete for a number of special programs.

For more information contact Pers 602 at DSN 224-5953 or (703) 614-5953/5. □

Reenlistment Incentives

Why does a person re-enlist in the Navy? Chances are, if you asked 10 career Navy people this question you'd get 10 different answers. You'd get similar results if you asked 10 civilians why they stay with a particular company for a career. You'd probably find that their reasons are essentially the same as the reasons of those who choose the Navy.

★ ★ ★

Many incentives, tangible and intangible, attract a person to a particular career. The job is important. It's enjoyable because it's in line with the person's interests and abilities, and a comparable job may not be available elsewhere. The opportunities for advancement may be good. Perhaps the person can get more education, and subsequently a better job, through the organization.

Then there are other considerations: paid vacation, travel, family protection plans, retirement and many other factors that enter into a person's decision and create yet another very important ingredient — loyalty.

In most cases, a person chooses a career on the basis of a combination of these factors.

So it is in the Navy. A decision to re-enlist in the military is a personal choice. The following information reviews the long-term incentives for making the Navy a career. Special emphasis is given to reenlistment incentives.

Training with high-tech equipment is cited as a reason for some sailors' reenlistment.

GUARD III Guaranteed assignment

The Navy can guarantee you an assignment of your choice as a reenlistment incentive under the guaranteed assignment retention detailing (GUARD) program. Through this program you can have your orders in your left hand before you raise your right hand to re-enlist.

The GUARD III program offers you two guaranteed assignments, the first of which must be used at your first re-enlistment. The second can be used at any re-enlistment before your 25th year of service.

The Navy defines a guaranteed assignment as either a specific ship type or home port for sea duty or a specific geographical area for shore duty. Coast to coast transfers are not guaranteed under GUARD III.

To be eligible for GUARD III you must:

- Be an E-4 though E-9 with less than 25 years active service, or a designated E-3 who has passed an E-4 exam and is currently eligible for advancement, and you must be approved for re-enlistment through the Enlisted Navy Career Options for Reenlistment program (ENCORE) (if you are a first-term re-enlistee);
- Be within six months of expiration of active obligated service (EAOS), except as noted below;
- Be willing to re-enlist for four or more years;
- Have no courts-martial or civil convictions within 18 months of EAOS;
- Have no permanent change of station orders being processed for transfer to the Fleet Reserve, or have





U.S. Navy photo

Family life is another re-enlistment incentive.

an effective Fleet Reserve transfer date;

- Have a consistent record of above average performance; and
- Be recommended for re-enlistment.

All assignments must have valid requirements and must be in accordance with the priorities established by the manning control authorities. Assignments are intended to be made for transfer when EAOS and projected rotation date (PRD) coincide prior to an extension becoming operative. Personnel reenlisting for a GUARD III incentive prior to a signed extension becoming operative, or prior to established PRD, must have completed two years at their present command or a DoD area tour.

Selective training and re-enlistment (STAR)

Education and advancement in your present rating may be more important to you than a guaranteed

duty assignment. In that case you can hitch up to a STAR, the Navy selective training and re-enlistment program. For a four-to-six-year reenlistment, the STAR program guarantees:

- Assignment to an appropriate "A" or "C" school, or "C" school package (different schools training students for a specific skill);
- Automatic advancement to petty officer 2nd class (PO2) upon completion of a class "C" school, or "C" school package, listed on the career school listing if otherwise eligible;
- Selective re-enlistment bonus if eligible.

To qualify for STAR you must:

- Be in a critical NEC or any rating in career re-enlistment objective (CREO) groups 1 or 2;
- Be a first-term PO2, PO3 or designated striker;
- Have at least 21 months but not more than six years continuous active naval service and not more than eight years active service;
- Meet the minimum test score requirements for the class "A" school;

- Be recommended by your commanding officer for career designation and meet considerably higher than minimum standards for re-enlistment;

- Have no record of conviction by courts-martial or non-judicial punishment during the 18 months preceding date of application; and

- Not have derived any benefits from the Selective Conversion and Re-enlistment (SCORE) program and have completed obligated service for other programs.

OpNavInst 1160.5 (Re-enlistment Quality Control) prohibits re-enlistment of personnel, E-4 and below, beyond 10 years of active naval service, and E-5 personnel beyond 20 years of active military service. Personnel should contact their command career counselor to ensure eligibility for STAR reenlistment incentives.

Selective Conversion and Re-enlistment (SCORE)

Occasionally Navy people feel 'stuck' in their jobs — positions that may not be in line with their interests.

The Navy wants its people to serve in the rating in which they have an interest and aptitude. To achieve this, the Navy has tailored the SCORE program for Navy people wishing to change to fields offering them greater career potential.

A four-, five- or six-year obligation under the SCORE program offers these incentives to members reenlisting for conversion to critically undermanned rates:

- Guaranteed assignment to class "A" school with automatic conversion of rating upon satisfactory completion of that school or direct conversion if switching to a similar skill;
- Possible advancement to PO2 upon completion of the "C" school or "C" school package, if these

appear on the current career school list;

- Guaranteed assignment to an appropriate class "C" school or "C" school package, if available; and SRB, if otherwise eligible.

To qualify for the SCORE program you must:

- Be in any rating in CREO group 3;
- Be a PO1, PO2, PO3 or identified striker;
- Meet minimum test scores for entry into appropriate class 'A' school;
- Be within 12 months of EAOS, as extended;
- Have at least 21 months continuous active naval service, but not more than 15 years total naval service;
- Have demonstrated a potential for rate conversion, show sustained superior performance and be recommended by your commanding officer;
- Have no more than one non-judicial punishment for the 18 months preceding date of application and no record of convictions within 48 months preceding date of application; and
- Obtain prior Bureau of Naval Personnel (BuPers) approval.

The OpNavInst 1160.5 series prohibits re-enlistment of personnel, E-4 and below, beyond 10 years of active naval service, and E-5 personnel beyond 20 years of active military service. Personnel should contact their command career counselor to ensure eligibility for SCORE re-enlistment incentives.

Assignment to school as a re-enlistment incentive

Have you found that you don't qualify for any of the programs listed above because of paygrade, time-in-

The opportunity to advance through additional schooling makes the Navy an attractive career.

service, etc.? Well, don't give up. Assignment to school may be just the program for you. If you are recommended for re-enlistment, you are eligible for this program.

The purpose of the program is to provide an incentive for re-enlistments of four or more years by guaranteeing, under certain conditions, assignments to a specific school.

To qualify you must:

- Meet the entrance requirements of the desired school;

- Be able to use the skill immediately;

- Be able to use the new skill in conjunction with skills already obtained;

- Be in the pay grade for which use of the desired skill is intended;

- Have a consistent record of average or better performance; and

- Be within 12 months of your EAOS.

Requests should be submitted four to six months before the desired re-enlistment date. Assignments to



school will normally occur at member's PRD.

However, school assignments on a temporary additional duty under instruction basis, as approved by appropriate type commanders when feasible, may occur at any time within the member's activity tour that is agreeable to the member's commanding officer.

Selective re-enlistment bonus

Members serving in certain critical ratings or NECs may be entitled to an SRB for re-enlisting or extending their enlistments for a minimum of three years. SRBs can be as much as \$20,000 (\$30,000 for designated skills).

SRBs are used to increase the number of re-enlistments in ratings and NECs having insufficient retention. SRB award levels are reviewed at least every six months and may be increased or reduced.

There will be some ratings/NECs eliminated and new ones added at each review. Changes to the list of SRB-eligible ratings/NECs and respective award levels are announced by NavAdmin message which is normally released 30 days prior to the effective date of the change.

To be eligible for an SRB you must:

- Have completed at least 21 continuous months (excluding active-duty training) but not more than 14 years of active naval service;
- Be eligible to re-enlist or extend for three or more years in the regular Navy;
- Be a petty officer or designated striker;
- Be qualified for, and serving in an SRB rating/NEC or be approved for conversion to an SRB-eligible rating/NEC; and
- Receive authorization from BuPers before re-enlisting or extending for SRB.

There are three SRB zones: A, B and C. You may receive only one Zone A, one Zone B and one Zone C bonus during a career. The zone that an eligible member is entitled to is determined by total active service and is described below.

Zone A: You must have completed at least 21 continuous months (excluding active-duty training) but not more than six years (including active-duty training plus all prior active duty in any service) total active military service on the date of re-enlistment or operative date of qualifying extension, and the re-enlistment or extension plus the prior active service must equal at least six years of total active service.

Zone B: You must have completed at least six years but not more than

10 years (including active-duty training plus all prior active duty in any service total active military service) on the date of re-enlistment or operative date of qualifying extension, and the re-enlistment or extension plus the prior active service must equal at least 10 years of total active service.

Zone C: You must have completed at least 10 years but no more than 14 years (including active-duty training plus all prior active duty in any service) total active military service on the date of re-enlistment or operative date of qualifying extension, and the re-enlistment or extension plus the prior active service must equal at least 14 years of total active service.

SRB computation

The SRB is computed as follows:
base pay X additional obligated service (in months) divided by 12 X award level = Total SRB amount.

SRBs may not be paid for any service remaining on the current enlistment (for members re-enlisting early), or for the period of all canceled non-operative agreement(s) to extend Navy enlistment or agreement(s) to remain on active duty in the reserve — except in two cases:

- Extensions for nuclear-trained and nuclear-qualified personnel who cancel the extension before it becomes operative and immediately





For myriad reasons, sailors are re-enlisting in record-breaking numbers.

re-enlist for at least two years beyond the extension agreement;

- Inoperative extensions executed to meet continuous submarine pay eligibility requirements (provided no bonus was paid for the extended service).

When computing the active obligated service remaining on the current enlistment for which SRB cannot be paid, a fraction of a month will be rounded up to the next whole month.

For example, when a member is discharged five months and one day prior to EAOS to re-enlist early, the period for which the service member is paid will be reduced by six months.

However, if the member is discharged no more than three days prior to EAOS (as extended) they will

be considered to have completed the enlistment for the purpose of determining additional obligated service requirements.

Obligated service in excess of 16 years total active military service may not be used to compute the SRB.

For re-enlistment bonus purposes, a service member who re-enlists more than 24 hours after discharge or release from active duty will be considered a Navy veteran with broken service.

The 24-hour period begins on the date following the date of discharge or separation. This means a member who goes to a recruiter and re-enlists will only be eligible for a broken service SRB and will receive a maximum of 75 percent of the SRB they could have received had they elected immediate re-enlistment instead of accepting a discharge or release from active duty.

Career information

All of the programs covered here deal with specific re-enlistment incentives. The Navy also offers a variety of career alternatives that do not require you to re-enlist. Your command retention team is the primary source for accurate, up-to-date information about career policies and programs.

Team members can provide, not only career information, but facts about education programs and veterans benefits as well.

Talk about your future plans with members of your command's retention team. They can provide you valuable advice and inform you of alternatives you may not have considered.

If you decide to re-enlist, your career counselor will make the arrangements. But whatever you decide, the choice is yours.

Enlisted Advancement

Ask any sailor who has spent a Navy career successfully rising through the ranks about the secret of success, and you're likely to get this answer: "Know how the advancement system works."

This chapter highlights the entire enlisted advancement process and explains the behind-the-scenes operation of the system.



Preparing yourself

If you are among the thousands who want to wear a rocker and stars above their crow, prepare now for advancement. This "journey of 1,000 miles" begins with a single step into the Educational Services Office (ESO) for your copy of the new advancement handbook on your rating. ESO has a supply of these handbooks, which include personnel advancement requirements (PARs). Study its contents, especially on the references under PARs.

This annually updated handbook will help put the advancement system to work for you. Read it now — use it for reference later. Part A of the handbook explains the Navy's enlisted advancement system. Part B contains naval standards, with a bibliography for your specific paygrade. Part C contains occupational standards or PARs with a bibliography or materials you should study.

The occupational standards portion lists the tasks you are required to perform on a daily basis. The tasks represent the Navy's minimum requirements expected for occupa-

tional skills. They also form the basis for training, advancement and assignments. The PARs require you to demonstrate your ability to perform the tasks stated in the standards. All E-4 through E-7 candidates are required to have PARs checked off by their division supervisor. This is a hurdle you should complete as soon as possible.

The bibliography portion of this handbook provides you with chapter references in rate training manuals (RTMs) and other publications that support the occupational standards for your rating. In studying for advancement you should become familiar with your occupational standards up to and including the paygrade you are studying for. RTMs, applicable Navy instructions, other publications listed in the

bibliography and the specific referrals included in each reference are strongly recommended as study material for advancement. Manuals marked by an asterisk (*) in the bibliography are mandatory.

Once you've read and thoroughly studied mandatory and recommended RTMs, complete the appropriate non-resident training courses (NRTC's). The course may be included in the RTM or published as a separate booklet. A word of caution — don't study only the NRTC questions. Study the entire manual. Questions were written to guide students through the RTM, however, they cannot cover every point that should be learned. Another hurdle you must pass is a military leadership exam in the paygrade for which you are competing, before



U.S. Navy photo

taking the Navywide advancement-in-rating exam. Be sure you study the Part B bibliography chapters referenced for each of the naval standards for your paygrade of your rating advancement handbook. Part B will help you learn the military aspects of your job in the Navy and help you prepare for the military leadership exams for petty officer 3rd class (PO3) through chief petty officer (CPO).

The *Advancement Handbook For Apprenticeships* (AN, CN, DN, FN, HN and SN) is also available from your ESO. This three-part handbook explains the Navy advancement system in Part A, the naval standards for E-2 through E-3 paygrades in Part B and the occupational standards and supporting bibliography for each specific apprenticeship in Part C.

"Hitting the books," completing the PARs check off list and passing the military leadership exam are not the only requirements for advancement — on-the-job performance is extremely important. Evaluations dictate if your commanding officer will recommend you for advancement.

You can influence what goes into your evaluations by turning in a sustained superior performance which means you always do top-notch work. Be a top performer among your peers — be the best you can be. Additionally, superior performance evaluations add points to your final multiple score (FMS); E-4 and E-5 "four pointers" get 70 of these FMS points while "three-pointers" get only 10 FMS points. Even one-hundredth of a point difference in your performance average can change your final multiple by more than one-half point.

Once you have met all eligibility requirements, you are ready to take the exam.

All Navywide advancement exams have 150 multiple-choice questions, each with a choice of four

answers. The exams are given on the same day, worldwide, for each paygrade to minimize any compromise and to give every candidate an equal opportunity for advancement. At each exam site, examination board members, with the help of proctors, explain exam procedures and answer "how-to" questions about completing answer sheets.

There are no secrets to taking the three-hour exam — you must know your subject. Get a good night's sleep beforehand and come prepared to do your best. Answers don't conform to any set pattern. Answer every question, even if you are not sure of the answer. You do not lose points by this procedure and you may gain points.

Also, don't look for trick questions — there aren't any. Read each question carefully and don't try to read more into a question than is asked. Even if a question seems unusually easy, don't fret — every exam has some "freebies." Remember, there is only one correct answer for each question. However, in most cases, alternate choices will be plausible enough to stump those with only a superficial knowledge of their rating.

Problem areas

During each exam cycle, a few advancements are delayed because either candidates or their commands incorrectly complete exam paperwork. The most common mistake is improperly marked answer sheets. This can delay getting exam results back to candidates for up to six months.

Some mistakes are "mechanical errors," others are "discrepancies." Mechanical errors include not blackening in circles entirely. Discrepancies include listing an incorrect Social Security Number.

Either type of mistake increases the administrative problems for per-

sonnel at your command and at the Naval Educational and Training Program Management Support Activity (NETPMSA), Pensacola, Fla.

After exams are taken

Every Navywide advancement exam answer sheet is mailed via registered mail to NETPMSA in Pensacola for scoring. As they arrive, they are logged in and placed in batches. A batch is immediately assigned a number so it can be retrieved at any point in the scoring process.

Answer sheets from each batch go through an optical scanner which transfers information on the answer sheets to magnetic tape. The completed tape is sent to the Naval Computer and Telecommunications Station (NCTS) at Naval Air Station Pensacola for automatic scoring by computers.

At NETPMSA, answer sheets containing mechanical errors are rejected by the optical scanner and manually corrected before being reinserted and recorded on tape. About 6,000 to 8,000 answer sheets of the 130,000 received each exam cycle are rejected by the computer for discrepancy errors made by the individual taking the exam or by the local exam board. Correcting these errors delays the scoring process for all involved.

When the magnetic tapes arrive at NCTS, they are read by a computer. Each exam is scored and assigned a Navy standard score. The same is done for each candidate who has taken an exam in a given exam cycle. Once this process is complete, the number of candidates passing each exam in a rating is sent to BuPers. BuPers determines advancement quotas based on vacancies in each rating and the future needs of the Navy.

Advancement quotas are forwarded to NETPMSA who advances

Table 1. Enlisted Requirements for Advancements

| Paygrade | E-1 to E-2 | E-2 to E-3 | E-3 to E-4 | E-4 to E-5 | E-5 to E-6 | E-6 to E-7 | E-7 to E-8 | E-8 to E-9 |
|----------------------------------|---|--|--|------------------------------|--------------------|--|---|------------------------------|
| Time in Rate | 9 mos. | 9 mos. as an E-2 | 6 mos. as an E3* | 12 mos. as an E-4* | 36 mos. as an E-5* | 36 mos. as an E-6* | 36 mos. as an E-7 | 36 mos. as an E-8* |
| Schools | RTC COs advance up to 10% of graduating company | | Class A school for some ratings (See REGA | Naval Justice School for LN2 | | Navy school for AGC, Fleet MUC | Navy band-leader school MUCS | Navy band-leader school MUCM |
| PARs | | | PARs must be completed for advancement to E-4 through E-7 | | | | | |
| Performance Test | | | Specified ratings must complete applicable performance tests before taking the Navywide advancement examination. | | | | | |
| Military/Leadership Exams | | | Exam must be passed as an eligibility requirement for all E-4 to E-7 candidates | | | | | |
| Enlisted Performance Evaluations | As used by CO when approving advancements | Used to determine performance factor when computing final multiple for E-4 to E-7 candidates | | | | Used by selection board in determining selections to E-7/9 | | |
| Performance Mark Average | | 3.0 minimum | | | | | | |
| Obligated Service Required | There is no set amount of obligated service required either to take the Navywide advancement examination or to accept advancement to paygrades E-1 through E-6. | | | | | All E-7/8/9 candidates must have two years remaining obligated service on their advancement date to accept appointment to a CPO grade. | | |
| Examinations | | Used at the option of the CO | Navywide advancement exams are required for advancement to E-4 through E-7, except as noted in text. | | | | (No exams – but validation answer must be submitted to NETPMSA) | |
| Selection Boards | | | | | | E-7 candidates whose exam status is "SEL BD ELIG" and qualified E-8/9 candidates are selected by a Navy selection board. | | |
| Mandatory RTMs | | | | | | Must be completed to qualify for advancement, except as noted in text. | | |
| CO Recommendation | All Navy advancement candidates require the commanding officer's recommendation. | | | | | | | |

*Must be attained by terminal eligibility date, not Navywide exam date.

a specified number of people in each rate. Boards meet once a year in Washington, D.C., to select candidates for advancement to E-7 through E-9.

Once it has been determined which E-4 through E-9 candidates have been selected for advancement, NETPMSA messages and mails advancement results to commands. The results contain pertinent information, such as the candidate's final multiple, exam standard scores, exam profiles and advancement status.

With a commanding officer's approval, each selectee is advanced on the date specified by NETPMSA. All other candidates receive appropriate information about their status and their series of marks on the various parts of the exam.

Specific requirements for advancement

Table 1 outlines the eligibility requirements in each paygrade and the scheduling, processing and notification steps. If candidates meet all the eligibility requirements, including time-in-rate (TIR), they can participate in the advancement exam regardless of total active service (TAS).

Exam system particulars

The advancement process is outlined, step-by-step, in the advancement handbooks and training manuals. Detailed information is available from Navy career counselors.

Qualifications for advancement are specified in Section 1 of the

Manual for Advancement and are outlined for each rating in Section 1 of *The Manual of Navy Enlisted Manpower and Personnel Classification and Occupation Standards* (rating-specific copies of the same standards included in advancement handbooks).

Still, there are areas people ask questions about: How is the final multiple calculated? How important is the CO's recommendation? These questions will be addressed in this section, so you will have a complete understanding of what is involved in attaining your advancement.

The CO's recommendation

The most important requirement in the enlisted advancement system is the CO's recommendation of indi-

vidual candidates for advancement to the next pay grade. With it, each candidate has been certified to be qualified for advancement.

When a CO recommends a sailor, that means a sailor is qualified in all respects, to assume the duties and responsibilities of the next higher paygrade, to the best of the CO's knowledge.

Commanding officers are tasked by the Navy with making honest, conscientious performance evaluations and advancement recommendations. It's the CO's responsibility to recommend only those who are fully qualified.

The exam

Navywide exams were not designed to test minimum information required for proper performance.

When individuals are recommended for advancement, the command is certifying they are qualified and already know the minimum required for the rate and rating.

Consider an example from the machinist's mate (MM) rating.

- Every MM "must" know how to rethread a bolt.

- Every MM "should" know several methods for rethreading bolts.

- It would be "nice-to-know" how many methods there are for rethreading bolts.

So, minimum required information is that knowledge a petty officer must have to function in his or her rate or rating. Should-know information is that knowledge which places a petty officer a notch above those who have not diligently applied themselves to the diverse areas covered by his or her rating. Nice-to-know knowledge is just that, and is not generally tested.

It is assumed that each candidate for advancement knows the minimum required information, the exams are not designed to determine

if a person is qualified. They do determine who are the best of the qualified candidates on the basis of should-know information and rank them in order from the best- to the least-qualified.

Since the Navy's enlisted advancement system is vacancy driven, not everyone can be advanced, because the number of vacancies is less than the number of qualified candidates. This process singles out those best qualified for advancement.

It gets tougher to advance the higher one goes because of keener competition for fewer vacancies.

Navy standard scores

The number of questions candidates get right on the same advancement exam are converted to Navy standard scores so that comparisons may be made within groups and between different exams.

The lowest possible Navy standard score is 20 and the highest is 80. The average number of correct answers on a given exam is converted to a standard score of 50. Simply put, standard scores tell candidates how well they did in comparison to their peers.

Generally, if you get about one-half of the 150 questions correct, you'll get a standard score of around 50. If you get three fourths or more correct, you'll get a standard score in the high 70s.

For example, if 102 was the highest number right on a particular exam, it may seem quite low when you consider that there were 150 questions. But, if 102 is 15 more correct than anyone else got on the same exam, it's a very good score. A Navy standard score of 79 or 80 correct makes the score of 102 immediately recognizable as excellent.

Table 2. Computing Your Final Multiple

| Factor | Exam Paygrade | Computation | E-4, E-5 Max. Points (%) | E-6 Max. Points (%) | E-7 Max. Points (%) |
|--|--------------------|--|--------------------------|---------------------|---------------------|
| Standard Score (SS) | E-4 to E-7 | Indicated on Exam Profile Sheet | 80 (35%) | 80 (30%) | 80 (60%) |
| Performance Factor | E-4, E-5, E-6, E-7 | PMA x 60 - 170 PMA x 60 - 148 PMA x 13 | 70 (30%) | 92 (35%) | 52 (40%) |
| Total Act. Service (TAS) (15 years max. TAS) | E-4, E-5, E-6 | (TAS - TIR) + 15 (TAS - TIR) + 19 | 30 (13%) | 34 (13%) | |
| Time in Rate (TIR) (7.5 years max. TIR) | E-4, E-5, E-6 | 2 x TIR + 15 2 x TIR + 19 | 30 (13%) | 34 (13%) | |
| Awards | E-4, E-5, E-6 | Values Listed in Para. 418 AdvMan | 10 (4.5%) | 12 (4.5%) | |
| PNA Points | E-4, E-5, E-6 | As Indicated on Past Profile Information | 10 (4.5%) | 12 (4.5%) | |
| Max. FMS Possible | | | 230 (100%) | 264 (100%) | 132 (100%) |
| To determine the performance mark average (PMA) for E-4 to E-7 candidate: Compute PMA for advancement candidates by adding all trait marks assigned for all the present paygrade evaluations prepared during the period specified (see BuPers Note 1418) and divide by the total number of marks assigned, excluding the traits in which member is graded as Not Observed (NOB). Do not average individual evaluation reports. | | | | | |

The final multiple

BuPer's Chief of Naval Personnel determines how many candidates can be advanced in each paygrade, from E-4 to E-9.

Information for E-4 through E-6 is sent to NETPMSA and for E-7 through E-9 to selection boards in the form of quotas for each paygrade in each rating.

Quotas are based on manning requirements and projected losses due to retirements, discharges, advancements, deaths, etc.

The FMS for advancement to E-4 through E-6 consists of points awarded for the exam score, performance marks average, total active service, TIR, awards and passed-not-advanced points.

The FMS for E-7 candidates consists only of points from the exam score and performance average.

For advancement to E-4 through E-6, the FMS ultimately determines who is advanced.

People who compete for each rate are ranked according to their FMS. That is, the person with the highest FMS is first followed by all the others in descending order, down to the last person, with the lowest FMS.

Advancements are made starting at the top and counting down until the quota is filled.

For example, if the quota was 50 for a given rate in which 75 candidates passed, the 50th person's FMS would be the "minimum FMS required" — 50 people would be advanced and 25 would be passed-not-advanced in that rate.

For advancement to E-7, the final multiple determines who will be "selection-board-eligible."

All qualified E-8 and E-9 candidates, recommended by their commanding officers with a validation answer sheet forwarded by their command to NETPMSA, will be considered selection-board-eligible.

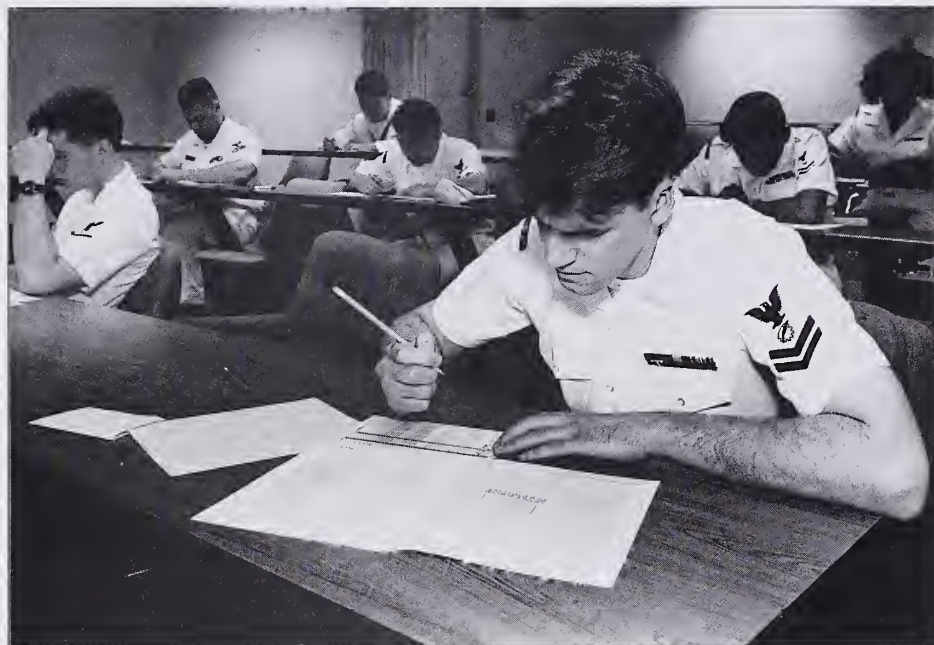


Photo by PH1(AW) Joseph Dorey

Designated service members will have their service records reviewed by the selection board, which convenes annually.

Specific requirements sought by selection boards vary from year to year, but they always look for sustained superior performance, leadership capability and experience, off-duty education, time at sea and support of the Navy's equal opportunity goals.

One final look

All Navy personnel seeking advancement must demonstrate leadership abilities, possess sufficient military and professional knowledge and be recommended by their commanding officer.

In summation, each candidate must:

- Have the required TIR.
- Demonstrate an understanding of the information in mandatory rate training manuals.
- Demonstrate the ability to perform tasks listed in PARS in the advancement handbooks.
- Successfully complete service school, if required.

• Meet all appropriate citizenship or security clearance requirements for advancement in certain rates or ratings.

• Fulfill special requirements for certain ratings.

• Be in the proper path for advancement.

• Meet minimum performance criteria.

• Be recommended by the commanding officer.

• Pass the military leadership examination for PO3, PO2, PO1 or CPO.

• Successfully compete in a Navywide examination for advancement in rate or change in rating.

• Not have a request pending for transfer to the Fleet Reserve if an individual is a candidate for E-7 through E-9.

• Meet all physical readiness/body fat standards outlined in OpNavInst 6110.1C.

Meeting all these requirements cannot guarantee that any one person will be advanced.

However, the advancement system does guarantee that persons within a particular rate will compete equally for vacancies. □

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E-7/8/9 selection boards

The advancement system for senior enlisted personnel differs in significant ways from the system for junior personnel. Understanding the selection board process, the importance of your microfiche record and evaluations is the key to making the system work for you.

If you are a petty officer first class, a chief or senior chief petty officer, then you have been, or soon will be, in front of an enlisted selection board. This chapter is designed to give you insight into the selection process and your advancement future in the Navy.



Composition of the board

Each selection board consists of a captain who serves as president, a junior officer from the Bureau of Naval Personnel's (BuPers) advancement section who serves as a recorder and officers and master chief petty officers who serve as board members.

Additionally, a sufficient number of assistant recorders ensure the smooth handling of records. The exact size of a board varies with the availability of temporary additional duty funds, the number of records to be reviewed and the time available, but each board usually consists of about 78 members. The board meets in Washington, D.C., and officer

board members are generally drawn from the D.C. area. The enlisted members are usually from out of town.

The recorder, assistant recorders, officer of the Chief of Naval Personnel (CNP) enlisted advancement planner and Master Chief Petty Officer of the Navy may consult with the entire board on any matter concerning selections. With the board president's concurrence, the recorder divides the board members into panels, which are responsible for reviewing the records of individuals in one general professional area, i.e., deck, engineering, medical/dental, etc. Each panel consists of at least one officer and one master chief.

Quota requirements and restrictions

Quotas. A maximum select quota for each rating is established by BuPers planners and is provided to the board. This quota is filled by the "best-qualified" candidates.

Quotas may not be exceeded, but may remain unfilled if the panel determines there are an insufficient number of best-qualified candidates in a rating.

Advancement throughout the Navy is vacancy driven, but several factors are taken into consideration when establishing quotas.

• **Current inventory.** Current inventory is defined as the number of personnel on board vs. the Navy's

requirement for a rating. Only 3 percent of the Navy's total end strength may be senior and master chief petty officers.

• **Total projected losses and gains.** Losses reflect the personnel who will be leaving a paygrade during the phasing cycle, e.g., Fleet Reserve, medical discharge, limited duty officer/warrant officer selectees, demotion or death. Gains reflect those who will enter a paygrade during the phasing cycle, such as voluntary recall to active duty and those remaining to be advanced from the previous cycle. Phasing cycles are September through August for E-7 and July through June for E-8/9.

• **Growth.** This number reflects projected growth of the Navy's authorized allowance during the phasing cycle.

• **Funding authorized.** The number of personnel the Navy may pay as authorized by Congress.

Early selectee quotas. DoD has established the total active federal military service (TAFMS) requirement which is to be met prior to a member's advancement to a given paygrade. TAFMS requirements are 11 years for E-7, 16 years for E-8 and 19 years for E-9.

DoD has made provisions for "early" advancement. An early advancement candidate is one who does not meet the TAFMS minimum service requirement. No more than 10 percent of the total number of sailors in the E-7/8/9 paygrades may have less than the prescribed

TAFMS, so the number of early selectee quotas available to the selection board is limited to a percentage of the total selectee quota. BuPers planners inform the board what percentage can be early and still allow the Navy to meet DoD restrictions.

The percentage is an overall board figure, not a quota by rate. Some panels may recommend fewer early selectees, and other panels may recommend more selectees, based on the average time in service for each rating, which varies yearly.

General guidance to the board

The selection board is convened by the CNP. Each year an instruction, called a precept, is prepared for the board. It outlines the selection process and gives general guidance to the board regarding such selection

criteria as equal opportunity considerations. The precept varies only slightly from year to year.

An oath administered to board members and recorders on convening is contained in the precept. The precept also outlines the expected conduct and performance of persons serving with the board.

Upon convening, the board establishes internal ground rules and minimum selection criteria, which each member uses when screening the records of candidates. The rules/selection criteria are applied equally to each candidate within a rating. Application may vary slightly from rating to rating for many reasons, such as sea duty or lack of it, supervisory opportunities, schooling availability, rotation patterns, etc. The board is given the freedom to establish its own internal procedures, within the guidelines of the

precept, thereby providing for the dynamic nature of the selection process.

The proceedings and recommendations of the board may not be divulged except as authorized and approved by the CNP.

Orientation briefings given to the board cover a wide-range of subjects such as microfiche errors, enlisted communities, TAFMS, etc. During the first two days, the panel members acquaint themselves with the various materials they will be using and practice evaluating test records.

What the board considers

Each rating is given to its respec-

The microfiche viewer is an important tool in the selection board process. All board-eligible sailors should verify their microfiche prior to it going before the board.

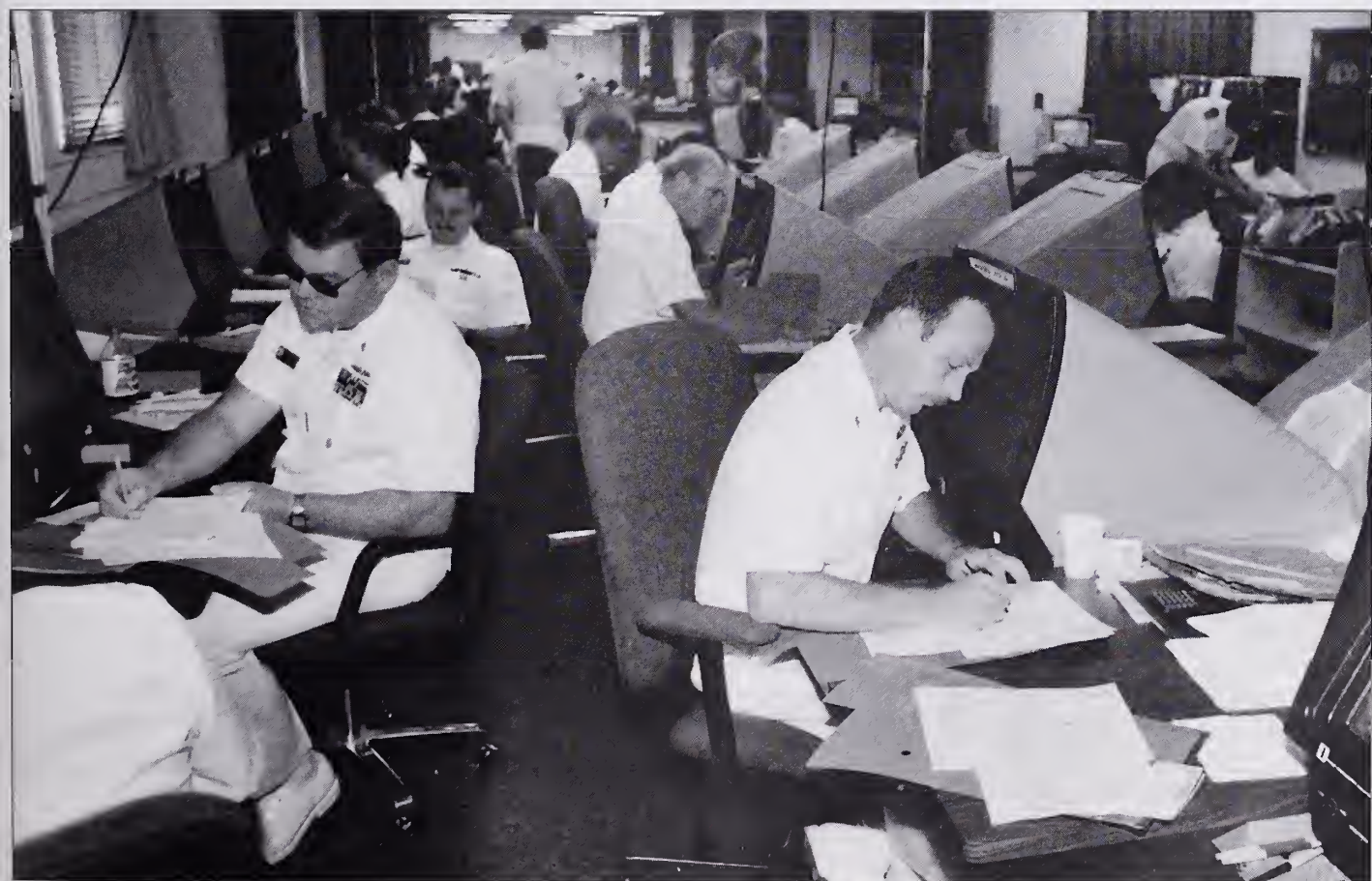


Photo by PH1(AW) Joseph Dorey

tive panel by the board recorders. There is a folder for each candidate with his or her fiche record (1E and 2E fiche only), any correspondence sent by a candidate and received by the board before it convenes and an enlisted summary record.

Each record is then reviewed by a panel member. Evaluations covering at least three years are reviewed, although more often, five years of evaluations are examined. Depending on the closeness of the competition, panel members may go back further to establish performance trends and to break ties.

Once the entire rating has been reviewed the first time, the process starts again, and each candidate gets a second review from a different panel member. If there is a significant difference between panel member assessments, a third member reviews the record.

Listed below are some of the factors considered by the E-7 and E-8/9 boards. These considerations change only slightly from year to year, but should not be considered the only factors affecting selection.

- Significant emphasis is placed on professional performance at sea. While it is not necessary that a candidate be serving in a sea duty billet when the board convenes, it is desired that his or her record reflect demonstrated evidence of professional and managerial excellence aboard at sea or at isolated duty assignments.

It is recognized that some ratings do not offer a broad opportunity for sea duty, particularly at senior levels, and this is taken into account. Additionally, while a variety of duty assignments, especially sea duty, is highly desired to give an individual professional breadth, an individual having less variety but more demanding tours may be equally qualified. But sailors assigned to priority billets ashore or overseas will not be hurt.

- Candidates presented to the board compete within their ratings. It is recognized that they are frequently detailed to duty outside their rating specialties. Many such types of duty require selectivity in assignment and special qualifications. Therefore, due consideration is given to those candidates who have served demanding tours of duty as instructors, recruiters, career counselors, recruit company commanders, duty in the Human Goals Program and all other tours requiring special qualifications.

- Consideration is given to improving education. This includes academic and vocational training, whether such education is gained as a result of the individual's initiative during off-duty hours or as a participant in a Navy-sponsored program.

- Evaluations — marks and narrative — are closely reviewed and a trend is identified. Marks and narrative must correspond on evaluations.

The single-most important factor influencing selection is sustained superior performance. The summary ranking also gives the board an indication of how the candidate compares against members of the same paygrade at his or her command. Personal decorations, letters of commendation or appreciation, etc., are given consideration. Command and community involvement also reflect a well-rounded, career-motivated individual.

- Duty assignment and history of duties performed are determined from the service record transfers and receipts page, and the job description on the evaluations.

This data shows board members whether or not the individual is performing duties commensurate with his or her rate and if expectations of professional growth are being met.

- Failure to meet the Navy's physical readiness test and percent body

fat standards can hinder an individual's selection opportunity.

- Advancement will not be denied solely on the basis of prior alcoholism or alcohol abuse, provided the member has successfully participated in a treatment and recovery program. However, any misconduct or reduction in performance resulting from alcoholism or alcohol abuse is considered in selecting members for advancement.

- Individuals who have had disciplinary problems, received a letter of indebtedness or have other record entries relevant to behavioral difficulties such as drug abuse or have demonstrated racial, sexual or religious discrimination, will find the path to E-7/8/9 more difficult than those with clear records.

- Test scores (E-7 only) are also taken into account since they give the individual's relative standing on the examination compared to other candidates.

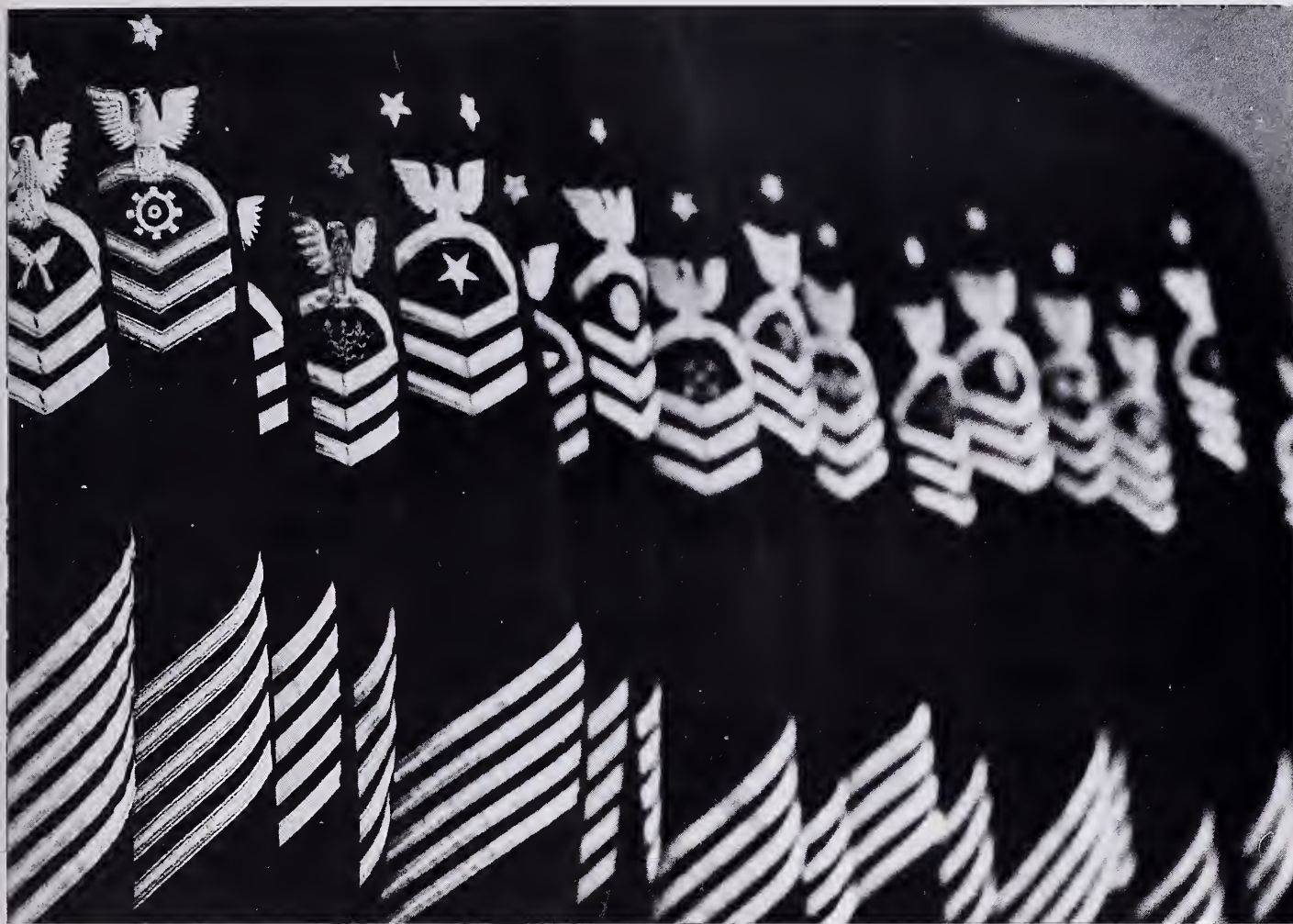
The slating process

Once the review of the entire rating is completed, the panel arranges all the candidates from top to bottom. This is called slating. At this time, the panel decides where the cut-off will be for people who are appropriate for promotion and recommended selectees.

Once slating is completed, the entire board is briefed on the rating's structure, its job, peculiarities, number of candidates and the backgrounds of those people recommended and not recommended for selection.

During this briefing, no names are used. This prevents any bias for or against candidates by board members who know them. The entire board votes on the slate, which must be accepted by a majority of the board.

- Substandard records before the board. During the course of a board's



deliberations, some records may clearly indicate substandard performance or in the board's judgment, questionable advancement recommendations. In these cases, the board is directed to those candidates by name, activity, reporting senior and concise summary of circumstances. Depending on the circumstances, such candidates either will be referred to the quality control review board or the commands will be identified to senior echelon commanders for any action deemed appropriate.

• NavAdmin to the fleet/report to CNP. After all the ratings have been completed and approved by the board, a NavAdmin is prepared to announce the selectees. Prior to its release, a written report of the board's recommendations is signed by all members and submitted to the CNP for approval. The report must certify that the board complied with all instructions in the precept, and

the board carefully considered the case of every candidate whose name was furnished for review.

Improving your chances

The sailor who decides early to make the Navy a career and immediately starts "turning-to" on the job will get a head start with selection boards. Here are some things you can do to improve your chances before the board.

- Sustained superior performance is the single most important factor influencing your advancement opportunities.

- Get a copy of your microfiche service record from BuPers and ensure it is up-to-date. This is very important! Do this at least six months prior to the board convening and at least once during each enlistment.

Note to E-8/9 candidates: Ordering your microfiche record after

November may delay placement of your latest evaluation on the microfiche master. Place your order prior to November.

The address for requesting a free copy of your microfiche is: Commander, Bureau of Naval Personnel, Attn: Pers 313C, Navy Department, Washington, D.C. 20370-5312. Submit your request on NavPers Form 1070/879. The use of this form is outlined in NavMilPersComInst 1070.2, or send a letter of request, including your complete name, Social Security Number and return address. Be sure to sign your request. For further information, call DSN 224-2858 or (703) 614-2858.

It should take about six weeks to receive the microfiche. When it arrives, look it over carefully, making sure your name and Social Security Number are correct on each microfiche. Then start reviewing the contents of the record, making sure that each document is yours.



Microfiche service records — The microfiche service record is broken into three separate microfiche sections:

Fiche Row

- 1E Professional service history**
- A Enlistment contracts, extensions
- B Assignment, classification pages
- C-D Page 10s, Page 13s
- E-F Discharge, Fleet Reserve retirements
- G Miscellaneous enlistment papers
- 2E Performance evaluations, training**
- A-C Performance evaluations
- D Page 4s, training, education
- E Awards, medals, commendations
- F-G Adverse information, Page 6s and Page 7s
- 3E Personal Data**
- A Record of emergency data, insurance info
- B Page 2 changes
- C Security clearances, investigations
- D Miscellaneous

- E Medical
- F Out of service inquiries/responses
- G Personal

Members with broken service may also have a Page 4E in their microfiche. This page contains documents received after discharge. The documents do not appear in any particular order. Not all personnel with broken service will have a 4E fiche.

Note: The 3E and 4E microfiche are not routinely given to selection boards.

The following information is provided to help you keep your record in order. Refer to BuPersInst 1070.26 for specific information.

- Enlisted microfiche service records are normally updated at the end of each enlistment or re-enlistment. At that time, your command takes Page 4s, 5s, 13s etc., from your paper record and forwards them to BuPers.

- Only E-5 and above evaluations are filmed in your official record. Make sure they are all there.

- All personal decorations and unit commendations should be in

The microfiche record of every board-eligible sailor is checked by at least two members of the selection board.

your microfiche service record. Letters of commendation will not be filed or noted in your microfiche service record. They should be commented on in the appropriate evaluation.

- Poor quality documents are hard to read after they are filmed. Copies should be legible and of standard size (not reduced) to ensure the best imagery.

Updating your record

If you find errors or documents missing from your microfiche, you need to send a correction package to BuPers. If you are board eligible, you should also submit a duplicate package to the board.

BuPers official microfiche service record package: Review your record to determine which documents are missing or are in error. Include all missing evaluations and only those qualifying documents from your pre-

vious enlistments that are missing. Remember, letters of commendation or appreciation after 1976 or letters designating collateral duty assignments do not go in the microfiche record.

Ensure that each document is legible and that your name and Social Security Number appear on each. Outline any other errors found in your record on a letter of transmittal and mail it to Commander, Bureau of Naval Personnel, Attn: Pers 313C, Room 3032, Navy Department, Washington, D.C. 20370-5312.

Selection board package. Correspondence may be submitted by a candidate directly to the selection board president. Your package must reach the board prior to the established deadline.

This correspondence is reviewed by the board along with the service jacket. This package should contain the same documents as above, plus any other appropriate materials from your current enlistment.

Note: *If you desire confirmation of receipt of your package by the selection board, be sure to include a self-addressed, stamped envelope or postcard. Documents submitted to*

the board will be reviewed with your record and then discarded upon adjournment of the board. They are not forwarded for filming and entry in your record. Send this package to: President, FY__ E-7 or E-8/9 (as applicable) Selection Board (active) Bureau of Naval Personnel, Attn: Pers 313C, Navy Department, Washington, D.C. 20370-5221.

Preparing for the exam

Now is the time to start studying for the E-7 exam, even if you don't plan on taking it for a year or so. Keep notes on changes that occur in your rating, and when you are eligible for the exam, get a bibliography and study the materials listed there. Your exam score counts! The E-7 paygrade is considered to be the senior "technical" rate in the Navy, and no plans are afoot to eliminate the professional test which qualifies selection board eligible candidates.

A NavAdmin message announces the Navywide advancement examinations prior to each cycle. Don't take someone else's word for it, read the notice and familiarize yourself

with all applicable advancement requirements.

- E-8/9 candidates and the answer sheet. NavOp 180/80 announced the termination of the E-8/9 advancement in-rating exams and directed commands to submit answer sheets to the Naval Education and Training Program Management Support Activity for each candidate recommended to the selection boards. Ensure that your command forwards your answer sheet or NETPMSA will not be aware that you are board eligible.

- Evaluations. The importance of the enlisted evaluation cannot be stressed enough. With the establishment of the master chief, senior chief and chief petty officer selection boards, the enlisted evaluation has become as important as the fitness report is to officer promotion.

- Personal records. Keep a personal record of your accomplishments throughout the evaluation period. When you are asked for input to your evaluation, submit NavPers 1616/21 summarizing your activities for the year. You shouldn't depend on your reporting senior to remember everything you did all year because he or she may have a large number of people to evaluate.

- Address your accomplishments. Be sure your input addresses all accomplishments you feel are significant. Input should be factual and provide enough detail so, when your input is translated into a smooth report, there is little chance that pertinent information will be omitted. The goal of the evaluation is a comprehensive and objective analysis of you and your performance.

- Be specific. Ensure that your input appears in the smooth report as clearly depicting specific accomplishments. Flowery generalities can weaken your evaluation.

Both officer and enlisted personnel take part in the selection board process.



Photo by PH1(AW) Joseph Dorey



Photo by PH1(AW) Joseph Dorey

Files on each board-eligible sailor are prepared and checked for continuity and accuracy prior to going before the board. The files are placed in order according to the last four digits of the social security number for quick reference.

What constitutes a well-written evaluation? It is surprising the large number of petty officers who have not had the opportunity to write enlisted evaluations. It is important to the career development of seniors and their subordinates that all personnel know what constitutes a well-written evaluation. Junior personnel cannot be expected to become proficient in this area if not properly trained.

Below are the composite comments of recent selection boards regarding writing evaluations:

- Do not waste narrative space about how well the ship did on deployment, inspection, battle "E" award, unit commendation, etc., but tell exactly what jobs the individual had and how well those assigned tasks were performed.

- Eliminate all flowery adjectives about what a great person the sailor is and get to the point in "plain English" regarding how he or she accomplished the job.

- More emphasis should be placed on the individual's ability, potential and willingness to accept positions of leadership. Indicate why an individual should be advanced. Indicate

the individual's willingness to go beyond the division or shop supervisor level to positions of increased responsibility as such positions are open to the sailor.

- More care should be taken to ensure that all collateral duties, awards, education, qualifications, etc., are listed.

- If an individual is ranked lower or higher than the majority of his or her peers, tell why in the narrative.

- Evaluations submitted as "special," without solid justification and obviously intended to provide another set of marks for the board, are not viewed positively. Evaluation marks going from 3.8 to top 4.0 between September and February, without some strong reasons, do little for the member and can reduce the reporting senior's credibility.

- Use a paragraph and bullet format. Single-space the text; space between paragraphs. Explain what the sailor did in clear, concise, short sentences. Use short, sharp phrases to emphasize strong points and use underlining sparingly. The use of bullets helps save critical reading time during a board. Underlining will not offset poor marks.

- Fill in blocks on duties completely and specifically. Don't assume all board members and record users know what the duties in your unit entail. Avoid the use of acronyms, particularly those that might not be known outside of your specialized community. This is especially important in the job description block. Because of the vast diversity in many ratings, board members cannot be expected to be totally knowledgeable in all facets of the rating. Therefore, job descriptions must be accurate and complete.

Selection boards offer the following advice to sailors receiving evaluations:

- Proofread the evaluation. Ensure that your evaluations are properly typed, and your Social Security Number is right. Be sure there are no misspellings or other clerical errors. Remember that you are going to sign your evaluation, and clerical errors are as much your fault as your command's. Make sure your evaluation covers the correct time period.

- Ensure that all special goals, schools, duties, outside activities, community involvement, etc., are included on evaluations for the period involved. Include any awards and letters that you received during the reporting period.

You should have a good working knowledge of the master chief, senior chief and chief petty officer selection boards. This knowledge should enable you to make correct career decisions and provide you with a practical and constant goal of achieving sustained superior performance. Working toward this goal will build a better Navy and a better career for you. ☐

Paths to a Commission

The Navy offers many ways to become a commissioned officer. This section briefly describes the Navy's basic commissioning programs. Specific qualifications for entry into any of the programs may change from time to time because of the Navy's needs or if new legislation is enacted.



Commissioning programs are available for both college students and college graduates. Specialists in certain professional or scientific categories may qualify for a direct commission. Enlisted men and women who are outstanding performers may also qualify and apply for commissioning programs.

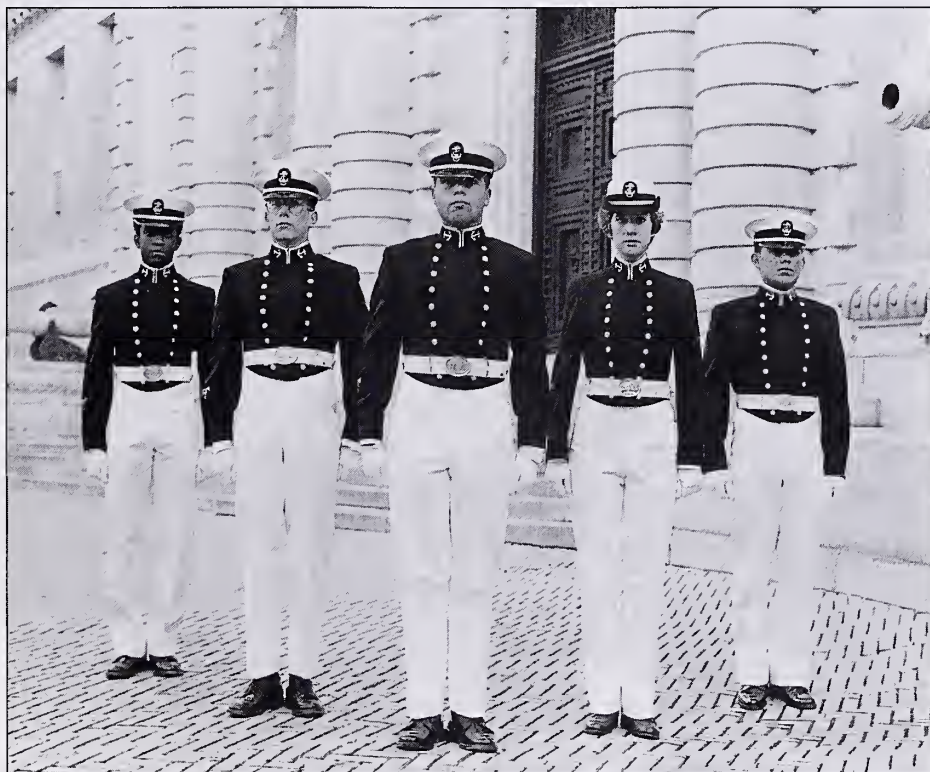
By providing many paths to a commission the Navy can more effectively meet its personnel needs while taking into account a variety of individual circumstances.

The right road for each individual is determined by balancing two basic factors — what the Navy needs in order to man the fleet and what the person is qualified to do.

U.S. Naval Academy

The United States Naval Academy (USNA) offers an outstanding opportunity for qualified young persons to embark on careers as naval officers.

All Naval Academy applicants must have a nomination from an official source to be considered for appointment (e.g., congressman or president). There are many other nomination sources; applicants should apply to all of them.



U.S. Navy photo

Each year the Secretary of the Navy may nominate for admission to the Naval Academy 85 active-duty Navy and Marine Corps enlisted personnel and 85 Navy and Marine Corps reserve personnel either on active duty or assigned to a drill unit.

Qualified candidates are appointed to the academy as midshipmen and receive monthly pay of approximately \$500, plus tuition, room and board.

Naval Academy applicants must be:

- A U.S. citizen.
- At least 17 years old and not yet 22 years old on July 1 of the year of admission.
- Unmarried, not pregnant and

have no legal obligation to support a child or other individual.

- Of good moral character.
- Scholastically, medically and physically fit.

Active-duty personnel must have an active-duty pay entry base date (PEBD) one year prior to July 1 of the year of admission.

Reservists on active duty or assigned to a drill unit must have a PEBD one year prior to July 1 of the admission year.

Naval Academy Prep School

The Naval Academy Preparatory School (NAPS), located in Newport, R.I., provides intensive instruction and preparation for the academic,



Photo by PH2 Debra L. Parlati

military and physical training curriculum at the USNA.

NAPS convenes each August with the course continuing through May of the following year for candidates seeking July admission to the Academy.

Applicants who are not selected for direct appointment to the Academy are automatically considered for selection to NAPS. OpNavInst 1531.4 (series) covers admission to the USNA and NAPS. See your

command career counselor for details.

NROTC scholarship program

The Naval Reserve Officer Training Corps (NROTC) scholarship program leads to an appointment as an officer of the regular Navy or Marine Corps in the grade of ensign or second lieutenant respectively. The NROTC programs are maintained to educate and train well-qualified men

and women for careers as commissioned officers.

The NROTC program is designed to provide the Navy with unrestricted line officers. Only persons reasonably sure of making their career in the Navy or Marine Corps should apply.

The NROTC scholarship provides tuition, books, fees and \$100-a-month subsistence. NROTC units are located at more than 60 host colleges and universities throughout the United States.

Two- and four-year scholarships are available. NROTC midshipmen are inactive reservists and do not receive pay and allowances.

General eligibility requirements are:

- Be a U.S. citizen.
- Be under 25 years old on June 30 of the year of commissioning. Age waivers of up to 48 months are available to those with prior active military service.
- Be a high school graduate or possess an equivalency certificate.
- Be physically qualified for unrestricted line service.
- Be morally qualified and possess officer-like qualities and character.
- Have no moral obligations or personal convictions which would prevent conscientious support and defense of the Constitution of the United States against all enemies, foreign and domestic.
- Have no record of military or civil offenses.

For application procedures, see OpNavNote 1533.

BOOST program

The Navy is engaged in a vigorous effort to ensure that opportunities for a career as a naval officer are open to persons who may have been educationally deprived, but who have demonstrated they possess the fundamental qualities and desire necessary to gain a commission.

To help these high-quality individuals achieve their potential, the Navy developed the Broadened Opportunity for Officer Selection and Training (BOOST) program.

BOOST prepares selected individuals for entrance into the NROTC Program or the U.S. Naval Academy.

A military staff provides physical fitness training, general military training and counseling for students. A civilian staff teaches the academic curriculum.

General eligibility requirements are:

- Be an enlisted member on active duty in the Navy or Naval reserve or a civilian agreeing to enlist for four years with BOOST school guarantee.
- Be highly motivated to become a commissioned officer and have the potential for professional growth if given the educational opportunity.
- Have 36 months of active obligated service as of June 1 of the year BOOST training commences or agree to extend enlistment or active-duty agreement to accumulate 36 months. Upon completion of BOOST, members must accept four years of obligated commissioned service.

To qualify for entrance to the USNA upon completion of BOOST, the member must be unmarried, have no dependents and must be at least 17 years old.

Prospective NROTC candidates must not have passed their 21st birthday on June 30 of the year entering BOOST.

Candidates with duty may be granted a waiver on a month-for-month basis up to 36 months.

Prospective USNA candidates must:

- Not have passed their 21st birthday on July 1 of the year entering BOOST.
- Be able to meet the stringent physical requirements prescribed for unrestricted line officer programs.
- Have no record of conviction by

court-martial or by civil or criminal court (other than for minor traffic violations).

- Meet high standards of personal conduct, character, patriotism, sense of duty and financial responsibility.

- Be a high school graduate or have a GED certificate.

- Have taken SAT or ACT within 12 months preceding the application deadline.

- Be recommended by the commanding officer.

The BOOST program is conducted at the Naval Training Center, San Diego. Detailed information on this program is available in the annual BOOST OpNav Notice 1500.

**Enlisted
Commissioning Program**

ECP provides enlisted personnel, who have previous college credit, a full-time opportunity to complete requirements for a baccalaureate degree and earn a commission.

General eligibility requirements are:

- Be a U.S. citizen.
- Be on active duty in the Navy or Naval Reserve.
- Have at least four years time in service.
- Be at least 22 years of age but less than 31 by the time of commissioning.
- Be physically qualified for unrestricted line service.
- Have no record of conviction by court-martial or civil court, other than minor traffic violations.
- Meet standards of personal conduct, character, patriotism, sense of duty and financial responsibility.
- Have a cumulative grade point average of at least 2.5 on a 4.0 scale from all college-level courses completed.
- Be recommended by the commanding officer.

ECP officer candidates receive full

pay and allowances, but must pay their own tuition and other school related expenses.

A six-year active service requirement will be incurred from the date of transfer to the ECP. Four years of active commissioned service will be incurred upon commissioning.

**Chief Warrant Officer
(CWO) program**

The CWO program (along with the LDO program) is one of the primary enlisted-to-officer programs that does not require a college education. CWOs provide technical expertise at a relatively stable grade level in the officer structure.

General eligibility requirements are:

- Be a U.S. citizen.
- Be serving on active duty as a chief petty officer in the regular Navy, Naval Reserve or Training and Administration of Reserves (TAR) program at the time of application.
- Be physically qualified for appointment to CWO.
- Be a high school graduate or possess a service-accepted equivalent.
- Have no record of conviction by courts-martial nor conviction by civil or criminal court for offenses other than minor traffic violations for the two-year period immediately preceding Oct. 1 of the year application is made.
- Be recommended by the commanding officer.

Personnel in pay grades E-7 through E-9 must have completed at least 12 but no more than 24 years of active naval service immediately preceding the year application is made.

Specific application procedures and additional information about the chief warrant officer program can be found in NavMilPersComInst 1131.1A.

Limited Duty Officer (LDO) program

The LDO program is another enlisted-to-officer program that does not require a college education. The LDO meets the Navy's needs for officer technical managers. General eligibility requirements are the same as those of the CWO program with the following exceptions:

- Be serving as an E-6, E-7, or E-8. If the applicant is an E-6, the member must have served in that capacity for at least one year immediately preceding the year of application.

- Have completed at least eight but not more than 16 years of active naval service on Oct. 1 of the year application is made.

- E-6 candidates must complete all performance tests, practical factors, training courses and service schools required for chief petty officer (CPO). Additionally, each E-6 applicant must successfully compete in the annual Navywide exam for CPO administered in January of the year of application.

- A candidate whose final exam multiple is equal to or greater than that required to be CPO selection board eligible will be eligible.

- An E-6 is exempt from this requirement when authorization for advancement to CPO had been received by the commanding officer.

- Must be recommended by the commanding officer.

NavMilPersComInst 1131.1A contains specific application procedures about the LDO program.

Officer Candidate School

OCS provides 16 weeks of officer candidate indoctrination and training at the Naval Education and Training Center, Newport, R.I. The program is open to male and female personnel except, for the submarine and surface nuclear power program which is not open to women.

Applicants in paygrades E-4 and below who are designated officer candidates are advanced to E-5 upon reporting.

Enlisted applicants in paygrades E-5 and above are designated officer candidates in their current paygrade. The curriculum includes intense naval science and human relations management courses.

General eligibility requirements are:

- Be a U.S. citizen.

- Have a baccalaureate degree or higher from a regionally accredited college or university.

- Be at least 19 years old, but less than 29 years of age at time of commissioning. Waivers may be granted for personnel with prior active military service.

- Agree to take the Officer Aptitude Rating examination.

- Be physically qualified. Physical standards vary depending on career path designator.

- Current service members must be entitled to an honorable discharge; be serving on active duty; and have at least six months of obligated service remaining on current enlistment upon receipt of orders to most schools.

- Applicants must possess leadership qualities, be of good moral character and have good personal habits.

- Married and single applicants must meet the dependency requirements outlined in OpNavInst 1120.2.

- Service obligation for OCS officers is four years active duty. All officers serve a total of eight years combined active/reserve duty.

Aviation Officer Candidate School (AOCS)

AOCS provides an avenue to commissioned service for male and female applicants interested in serving as naval aviators, naval flight

officers, intelligence officers or aviation maintenance duty officers. Selected enlisted members are designated officer candidates and advanced to E-5 upon reporting to AOCS in Pensacola, Fla.

Members desiring pilot training enter AOCS. After commissioning, students continue their flight training regimen for 12 to 18 months; upon completion of training they are designated naval aviators. Active-duty obligation is seven years following designation.

After commissioning, naval flight officer (NFO) candidates will continue their training for designation as NFOs. Active-duty obligation is six years following designation.

Candidates selected for the Intelligence Program and the Aviation Maintenance Duty Officer program will undergo additional training following commissioning and must serve on active duty for four years from the date of appointment as an ensign.

The general requirements for the aviation program are the same as for OCS, except that aviation applicants will be administered the Aviation Selection Test Battery.

Also, pilots and NFOs must be less than age 27 at time of commissioning. Age waivers may be granted for fleet NFO applicants on a month-for-month basis of up to 4 to 8 months for continuous active-duty service.

Naval Aviation Cadet Program

The Naval Aviation Cadet (NavCad) program has been re-established for enlisted Navy men and women.

General eligibility requirements for the NavCad program are:

- Be a U.S. citizen.

- Be at least 19 years old but not older than 24 prior to training.

- Have at least 60 semester hours or 90 quarter hours completed at a

four-year accredited college or university. Must have completed sufficient studies to enter as junior (third year) at that institution. No waivers authorized.

- Applicant must have an Associates degree from an approved accredited junior or community college prior to training. No waivers are authorized.

- Receive an AQT/FAR score of 5/5 or more. No waivers are authorized.

- Be physically qualified and aerobically adapted in accordance with the physical standards established by the Chief, Bureau of Medicine and Surgery. Applicants must have 20/30 or better uncorrected vision, correctable to 20/20 in each eye with normal color and depth perception. No waivers are authorized.

- Must be single with no dependents.

Unless entitled to the basic pay of a higher pay grade, an aviation cadet is entitled to monthly basic pay at the lowest rate prescribed for paygrade E-4. Aviation cadets are also entitled to the same basic allowance for subsistence as officers.

Except for subsistence, aviation cadets or their beneficiaries are entitled to the same allowances, pensions, gratuities and other benefits prescribed for enlisted members in paygrade E-4. While on active duty, aviation cadets are entitled to uniforms, clothing and equipment at government expense.

All NavCads attend 14 weeks of indoctrination training at Naval Aviation Schools Command, Pensacola, Fla. Successful completion of aviation training will result in an appointment to ensign in the U.S. Naval Reserve. Service obligation is seven years from designation as a naval aviator in propeller or helicopter aircraft and eight years from designation as a naval aviator in jet aircraft.



Commissioning programs in Navy medicine

Navy medicine offers an alternative to the administrative burden and expense of private practice for physicians, dentists and medical service officers.

Health Care Administration Section of the Medical Service Corps, Regular Navy — The Medical Service Corps in-service procurement program is a continuing program which provides a path of advancement to commissioned officer status for senior regular Navy hospital corpsmen (HM) and dental technicians (DT) E-6 through E-9 who possess the necessary potential, motivation and outstanding qualifications.

This program is extremely competitive. Enlisted personnel aspiring

toward appointment in the medical service corps should begin preparation early in their careers through a sound self-improvement program.

General eligibility requirements are:

- Be a U.S. citizen.
- Be a member of the regular Navy serving as an HM or DT in paygrades E-6 through E-9.
- Be at least 20 years old. Applicants must not have reached age 35 as of Oct. 1 of the year in which appointment can first be made.
- Meet the physical standards prescribed for officer candidates.
- Have no record of conviction by court-martial for the four years preceding the date of application.
- Have a combined GCT/ARI score of at least 115.
- Be a high school graduate or equivalent.



- Have sufficient undergraduate course work with a grade point average of at least 2.5, to complete the requirements for a baccalaureate degree within 24 months. For further information refer to SecNavInst 1120.8A.

- Pass a professional examination administered by the Medical Service Corps. The exam tests knowledge of personnel administration, patient affairs, Navy customs, military justice and general Navy orientation.

Uniformed Services University of the Health Sciences (USUHS) — This four year, accredited medical school accepts applications from service members who have at least a baccalaureate degree and the academic background to qualify. Students serve in pay grade O-1 while in the program, regardless of previous rank, and are promoted to O-3 upon graduation. Graduates incur a seven-year service obligation (following residency completion), and receive a doctor of medicine degree.

General eligibility requirements are:

- Be a U.S. citizen.
- Be between the ages of 18 and 28. Age waivers are granted for those with prior active military service on a year-for-year basis up to age 32.
- Hold a baccalaureate degree from an accredited college or university in the United States, Canada or Puerto Rico.
- Take the Medical College Aptitude Test prior to application.
- Meet the physical qualifications for commissioning.

Contact the USUHS Admissions Office at DSN 295-3102 or (301) 295-3102 for further details.

Medical Enlisted Commissioning Program — The medical enlisted commissioning program offers enlisted personnel of the HM or DT ratings the chance to become ensigns in the Nurse Corps by allowing them to obtain their bachelor of science degree in nursing.

General requirements are:

- Be a U.S. citizen.
 - Be able to complete the educational requirements and be commissioned before reaching their 35th birthday.
 - Meet the physical standards for officer candidates.
 - Have at least three years active service as of Sept. 30 of the year of application.
 - Complete the undergraduate requirements for a bachelor's degree in nursing within 36 consecutive months.
 - Have a 2.5 grade point average (on a 4.0 scale) from all college courses completed.
 - Be accepted to a baccalaureate program leading to a bachelor's degree in nursing at a university accredited by the National League of Nursing.
- Selectees will receive full pay and benefits, but will be expected to pay their own educational expenses. For further information, see NavMil-PersComInst 1131.A.

Officer Promotions

Long ago, the Navy recognized that the finest ships and the best-trained crews were only as effective as the officers who commanded them. Consequently, the sea service has always sought the most capable men and women for the officer corps and encouraged them to advance as far as their abilities permitted.

Laws and regulations governing the promotion of naval officers are the product of more than 200 years experience and ensure that all officers receive impartial consideration based solely on their capabilities and performance. This article addresses all aspects of the officer promotion system.



The Navy's officer corps is structured like a pyramid. Starting with a wide base of junior officers at the bottom, it rises to a relative few flag officers near the pinnacle, with one, the Chief of Naval Operations (CNO), at the top. The officer corps structure consists of 20 competitive categories, i.e., groups of officers possessing similar skills, education and training.

By law, the Navy's promotion system is vacancy-driven. Promotion planners develop annual plans to determine the projected need (or vacancies) for officers in each grade within each of the competitive categories.

The development of these plans starts the promotion system cycle, with these three elements: selection opportunity, selection for promotion and promotion.

Promotion process

Obviously, all officers can't reach the top of the pyramid. However, everyone has the same selection opportunity as their contemporaries in his or her competitive category. Selection opportunity is the product of three factors: authorized officer strength, promotion flow point and selection opportunity (percentage).

Authorized officer strength. The Navy's authorized officer strength is the total number of officers authorized to be in the Navy at the end of each fiscal year. Congress prescribes this total number for each of the armed forces each year, and the Secretary of the Navy (SecNav) distributes this total number among the Navy's 20 competitive categories. Since authorized officer strength sets a limit on how many officers we can have in the Navy each year, it affects the number of promotions that can be made.

Promotion flow point. Promotion flow point is the average number of years of commissioned service (computed from ensign date of rank) officers have when promoted to the

next higher grade. Current promotion flow points are based on DoD and Navy policy guidelines and are shown in Table 1.

Selection opportunity. When developing annual promotion plans, planners use the selection percentage guidelines in Table 2, along with the number of vacancies to be filled in each grade in each competitive category to determine the zone size (or rather, to determine who is "in zone" for selection). For example, if planners foresee a need to fill 300 captain vacancies in the unrestricted line (URL), and a selection opportunity of 50 percent is desired, then the zone must include 600 URL commanders.

Note: To be eligible for consideration for selection from in zone, an officer must have the following minimum years in grade:

- RADM — 1 year as RADM(L) (prior to the convening date of the board)
- RADM(L) — 3 years as CAPT (by Oct. 1 of the year in which promotions begin)
- CAPT — 3 years as CDR
- CDR — 3 years as LCDR

Table 1. Promotion Flow Points

| To Grade of | Promotion Flow Point |
|-------------|-----------------------------------|
| CWO3 | After 4 Years as CWO2 (Permanent) |
| CWO4 | After 4 Years as CWO3 (Permanent) |
| LTJG | 2 Years |
| LT | 4 Years |
| LCDR | 9 to 11 Years |
| CDR | 15 to 17 Years |
| CAPT | 21 to 23 Years |

- LCDR — 3 years as LT
- LT — 2 years as LTJG
- CWO4 — 3 years as CWO3
- CWO3 — 3 years as CWO2

These three factors — authorized officer strength, promotion flow point and selection percentage — are inter-related. A change in one will force a change in at least one other.

After finalizing zone sizes promotion planners forward the plans via the chain of command to SecNav. The plans are modified and/or approved, and the zones are announced via an AINav at least 30 days prior to the convening date of the fiscal year's first selection board.

Selection for promotion

The SecNav convenes annual promotion boards for each competitive category, to select active-duty officers and reserve officers not on active duty, for promotion. CWO2 and ensign are commissioning grades, and an officer's commanding

officer determines the individual's promotion to lieutenant junior grade. Officers above the grade of captain are appointed, not promoted, by the President of the United States to admiral, vice admiral and rear admiral.

Selection boards are composed of officers characterized by their quality of performance, maturity, judgment, naval background and experience.

The senior member is usually named president of the board. Each member takes an oath to consider all eligible officers without partiality and to recommend for promotion only those officers who are "best qualified."

In written directions to the board, SecNav stipulates that the board's

proceedings shall be confidential and confined within the board room. The board is required to submit its findings and recommendations, but not the reasons for its decisions. Therefore, those who aren't selected have nothing in their official record to indicate why they were not recommended for promotion.

After the board closes:

- The Chief of Naval Personnel (CNP), Judge Advocate General, Chief of Naval Operations, Joint Chiefs of Staff and the Assistant Secretary of Defense for Force Management and Personnel review the list.

- SecNav reviews the list.

- SecNav publishes the list for chief warrant officer, lieutenant, lieutenant commander, commander,

Table 3.
Approximate Dates of FY 94 Promotion Boards

| Board | Line = L Staff = S | Active = A Reserve = R | Approx. Convening Date |
|----------|-----------------------|---------------------------|------------------------|
| RADM(L) | L/S | A | NOV 92 |
| RADM(L) | L/S | R | NOV 92 |
| RADM | L | A | JAN 93 |
| RADM | L | R | MAR 93 |
| RADM | S | A | NOV 92 |
| RADM | S | R | DEC 92 |
| CAPT | L | A/R | JAN 93 |
| CAPT | S | A | FEB 93 |
| CAPT | S | R | MAY 93 |
| CDR | L | A | MAR 93 |
| CDR | L | R | APR 93 |
| CDR | S | A | APR 93 |
| CDR | S | R | MAY 93 |
| LCDR | L | A | MAY 93 |
| LCDR | L | R | JUN 93 |
| LCDR | S | A | JUN 93 |
| LCDR | S | R | SEP 93 |
| LT | L | A | JUL 93 |
| LT | L | R | AUG 93 |
| LT | S | A | AUG 93 |
| LT | S | R | SEP 93 |
| LTJG/CHC | S | A | AUG 93/MAR 94 |
| CWO | | A/R | OCT 93 |

Table 2.

Selection Percentages

| To Grade of | Selection Percentage |
|--------------|---------------------------|
| CWO3 | 90% |
| CWO4 | 90% |
| LTJG | 100% (if fully qualified) |
| LT | 95% |
| LCDR | 70 to 90% |
| CDR | 60 to 80% |
| CAPT | 40 to 60% |
| RADM(L)/RADM | **No minimum |

** The selection percentage for RADM(L) is approximately 2 to 3 percent, depending on competitive category. The selection percentage for RADM is approximately 45 percent.

captain, rear admiral(L) and rear admiral(U) via an AlNav message. The AlNav lists the selectees in alphabetical order and shows the relative seniority among selectees within each competitive category. Changes occur only if an officer is selected for early promotion or fails to be selected for promotion.

- Secretary of Defense approves selection of the active-duty list, lieutenant through rear admiral (U).

- SecNav publishes the active-duty list for rear admiral(L) and rear admiral(U) and approves chief warrant officer promotion boards via AlNav message.

- Senate confirmation is required for active-duty boards lieutenant through rear admiral(U).

- SecNav authorizes promotions via NavAdmin message as vacancies occur. This usually occurs at monthly intervals during the fiscal year after the fiscal year of selection.

Note: Every officer being considered for promotion has the right to send a letter to the president of the board calling attention to any matter concerning what he or she thinks is important to the deliberations. The contents of the letter should not criticize any officer or reflect upon the character, conduct or motive of any officer.

The board cannot exceed the number of selections provided for in SecNav's precept. For example, if 100 officers are "in zone" and SecNav requires a 70 percent selection percentage, the board cannot select more than 70 officers for promotion.

It may reach "below zone" and choose for early promotion up to 10 percent (or 15 percent with SecDef approval) of the total number of officers selected. If, in the above example, the board selects 10 officers from below zone, it can select only 60 officers from in zone. (Each officer normally gets two "looks" from below zone.) The board also

**Table 4. Retirement/Continuation
Mandatory Retirement Point**

| Grade | Pre-DOPMA Officers | DOPMA Officers | Maximum Length of Active Service with Continuation - DOPMA Officers |
|---------------------|--|----------------|---|
| ADM/VADM (0-9/0-10) | CNO Discretion | 35 YOS* | 35 YOS (+5 YIG*) |
| RADM (0-8) | 30 YOS (+ 4 YIG + 4YIG) | 35 YOS | 35 YOS (+5 YIG) |
| RADM(L) (0-7) | 30 YOS (+ 4 YIG + 4YIG) | 30 YOS | 30 YOS (+5 YIG) |
| CAPT (0-6) | 30 YOS | 30 YOS | 30 YOS (+2 YIG) |
| CDR (0-5) | 26 YOS | 28 YOS | 28 YOS (+2 YIG) |
| LCDR (0-4) | 20 YOS | 2 FOS* | 24 YOS |
| LT | 2 FOS | 2 FOS | 20 YOS |
| LTJG (0-2) | 2 FOS (Women-7 YOS) | 2 FOS | None |
| CWO | 2 FOS (For Permanent Promotion or 30 YOS) | 2 FOS | 30 YOS |

*YOS for pre-DOPMA officers = Years of Active Commissioned Service;
YOS for post-DOPMA officers = Years of Active Service;
YIG = Years in Grade (YIG for ADM/VADM is computed from RADM(U) date-of-rank;
FOS = Failure of Selection (two FOS LCDRs go before a continuation board and may be continued on active duty until 20 years.

may select "above zone" officers, i.e., those who were considered in a previous year, but weren't selected. Table 3 lists the approximate dates of the FY93 promotion boards.

Defense Officer Personnel Management Act

The Defense Officer Personnel Management Act (DOPMA), enacted Sept. 15, 1981, established all the requirements and guidelines which govern the active-duty list for officer promotion/continuation/retirement system.

Officers promoted or selected for promotion to their present grades before Sept. 15, 1981, are termed pre-DOPMA officers for promotion/continuation/retirement purposes.

Those selected and promoted to their present grades, continued or augmented on or after Sept. 15, 1981, are termed DOPMA officers.

Failure of selection

Many fine officers who are well-qualified for promotion are not selected as a result of the provisions of the DOPMA "up-or-out" system. The system is a competitive system where the most outstanding are selected and the numbers selected will vary with the requirement of the times and needs of the service in the particular grade concerned.

Those who fail to be selected may be continued on active duty or retired in accordance with the guidelines listed in Table 4. □

Transition Assistance

Personnel and their families facing separation from the Navy require services to ease the transition from a formerly secure lifestyle to the challenges of a civilian community in a fluctuating economy. The Navy Transition Assistance Management Program (TAMP) is designed to provide those services. TAMP consists of pre-separation counseling, employment assistance, relocation assistance from overseas and a set of benefits for involuntary separatees.



Preseparation counseling

If you are going to separate from the Navy, preseparation counseling information will be made available to you in nine areas: (1) educational assistance benefits, (2) affiliating with the Selective Reserve, (3) available programs for job search assistance, (4) job counseling for your spouse, (5) relocation assistance services and the Department of Labor's Transition Assistance Program (TAP), (6) conversion health insurance or other medical and dental coverage, (7) the effects of career change on individuals and their families, (8) financial planning assistance, and (9) if you are being medically separated, a description of the compensation and rehabilitation benefits of the Department of Veterans Affairs.

Your command career counselor (CCC) will meet with you up to 180 days before separation but not later than 15 days after your command receives official notification of your



separation. The CCC will have you sign a Page 13 entry indicating which of the nine areas you desire counseling. The CCC will then refer you to your family service center (FSC) for counseling.

Employment Assistance Program

The second major component of TAMP is employment assistance.

An instructor talks to a group of service members preparing to separate from the Navy. Counseling is available in areas such as education, insurance and medical and dental benefits.

Employment assistance will be provided through the TAP seminar at the FSC. TAP workshops will be available at all major Navy installations by the end of FY92. Check with your FSC to determine availability of TAP in your area. TAP is a

four-day workshop covering instructions on how to write effective resumes, successful interviewing techniques, how to dress for success and several other job-finding skills. The fourth day of the workshop covers military specific topics such as affiliation with the Naval Reserve, movement of household goods, CHAMPUS and dental coverage, Survivor Benefit Plan, separation documents and check-out procedures. The Navy plans to add a fifth day of instruction to cover values and skills identification, relocation factors, stress management and other topics.

You may receive some additional employment assistance by using DoD-sponsored computer programs. Verification of military skills/training can be requested through the local personnel support detachment Source Data System (SDS). The Defense Outplacement Referral System (DORS) is available at the FSC and will make a mini resume of your Navy experience available to employers in the area to which you wish to relocate after separation.

Relocation assistance overseas

FSCs will be responsible for providing relocation assistance overseas through the use of the Relocation Automated Information System (RAIS). The RAIS data base provides information on 86 Navy and 18 Marine Corps installations including data on climate, geographic location, schools, housing, etc. If you receive orders to an overseas duty station, contact your local FSC for further information.

Involuntary separation benefits

If you are being involuntarily separated you may be eligible for additional benefits. These benefits may include extended medical care,

extended commissary and exchange privileges, excess leave/permissive temporary duty if the command allows, priority affiliation in the Selected Reserve, travel and transportation of household goods to home of selection, storage of household goods, extension in Department of Defense Dependent Schools (DoDDS) to allow your child to complete the 12th grade, an additional opportunity to enroll in the Montgomery GI Bill, extension in military family housing if space permits and employment preference in non-appropriated fund instrumentalities. Contact your CCC for further information.

Voluntary Separation Incentive, Special Separation Benefit

Personnel and their eligible family members who elect the Voluntary Separation Incentive (VSI), also known as the annuity plan, lose their eligibility for medical care on the date of separation.

Personnel and their eligible dependents who elect the Special Separation Benefit (SSB), also known as the lump sum benefit, are eligible for medical and dental care in DoD medical treatment facilities or through Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) for 120 days following the date of separation. All beneficiaries under this entitlement have the same priority for care as family members of active duty in DoD medical treatment facilities. Under CHAMPUS, all care is cost shared at the active-duty family member rate and all CHAMPUS rules apply.

Both VSI and SSB separatees are eligible to purchase the DoD sponsored conversion health insurance policy offered by Mutual of Omaha. These are 90-day policies, renewable on a quarterly basis for a maximum

of one year. This policy must be purchased no later than 30 days after the end of their entitlement to DoD-sponsored medical care. Questions on the policy coverage, rates and claims processing should be referred in writing to the Mutual of Omaha Insurance Company, Attn: USVIP Department, Mutual of Omaha Plaza, Omaha, Neb. 68175 or telephone (402) 342-7600.

Only SSB separatees will have DoD coverage for pre-existing conditions not covered by the USVIP policy. Members who elect the SSB must purchase the USVIP conversion policy to receive DoD coverage for pre-existing conditions.

Dental coverage under Dependent Dental Plan (DDP) ends on the day of separation. Remember, your premium deduction will normally stop the month prior to separation, covering your family members through the month of separation. In order to avoid denied claims, you should ensure that any DDP dental treatment is performed prior to your separation date. If you take the SSB, you and your family members may use dental treatment facilities on a space available basis, for the authorized 120 day period. DDP cannot be extended after the separation date.

Medical, dental benefits

Medical and dental care will be provided for TAMP-eligible members and their family members in DoD medical/dental treatment facilities, or medical care through the CHAMPUS system, in the same priority as family members of active duty personnel. Medical and dental care will be provided for a period of 60 days after separation if the member was on active duty for less than six years, or 120 days if the member was on active duty for six years or more. During or within 30 calendar days subsequent to the above period of DoD-sponsored medical/dental



U.S. Navy photo

care coverage, a member may purchase the Uniformed Services Voluntary Insurance Plan (USVIP), a DoD-sanctioned conversion health insurance policy. If a member elects to enroll in USVIP, and a medical claim is denied on the grounds that a condition (including pregnancy) was pre-existing, DoD will cover the expense for the treatment of that pre-existing condition for up to one year during enrollment in that policy.

The pre-existing condition is covered only when it is a benefit normally covered by DoD. To use this benefit, the member and family

members must have Transition Assistance (TA) ID cards and be enrolled in DEERS.

DoD will reimburse the cost of medical care (for benefits and services normally covered by CHAMPUS) during the 60- or 120-day period of eligibility after separation retroactive to Oct. 1, 1990. To receive reimbursement submit a claim for medical expenses with copies of paid or unpaid medical bills to the CHAMPUS fiscal intermediary serving the region where the care was received.

The letters "TAMP" should be printed in large letters in block 13 of

Before you become a civilian, learn what you are entitled to after separation or retirement.

the CHAMPUS claim form. If a claim is denied because of DEERS eligibility, send legible copies of the denial, copy 4 of your DD Form 214 and a verified Application for Uniformed Services Identification and Privilege Card (DD 1172) to DEERS Support Office, Attn: Field Support, 2511 Garden Road, Suite A260, Monterey, Calif. 93940.

Brochures on USVIP are available in your FSC. Also, additional information concerning TAMP benefits can be provided by your FSC.

Retirement

One of the major attractions of a military career has always been the retirement package.

Most members become eligible for retirement after 20 years of service. It provides an element of security as well as a chance to embark on a second career, while still enjoying many benefits of the first.

★ ★ ★

In this article, we take a look at what the military requirement package includes, how to make sure you are able to take full advantage of

these benefits and where to go if you need help or information.

Categories of retired personnel

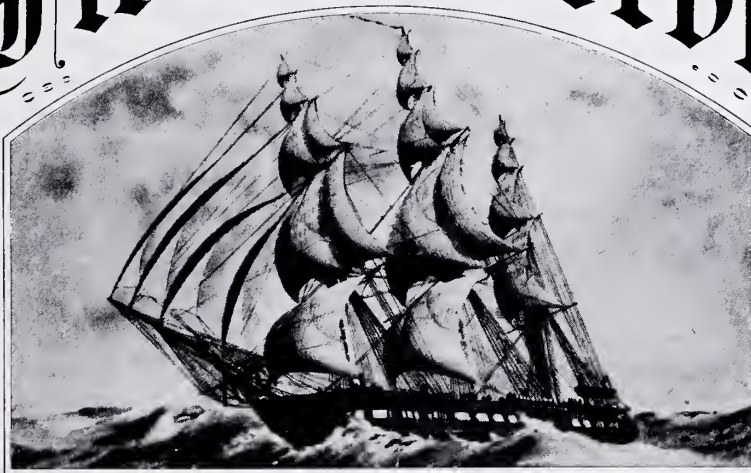
Regular Navy Retired List. Consists of regular Navy officers and enlisted personnel who are entitled to retirement under any provision of law. They are subject to the Uniform Code of Military Justice (UCMJ) and the orders and regulations of the Secretary of the Navy (SecNav). They may be ordered to active duty at any time, at SecNav's discretion.

Fleet Reserve. Consists of former warrant and commissioned officers and enlisted personnel of the Navy

and Naval Reserve who have been transferred to the Fleet Reserve upon completion of 20 years or more — but less than 30 years — of active service, including any constructive service earned through Dec. 31, 1977. Members of the Fleet Reserve are entitled to receive retainer pay when they are released to inactive duty. They are subject to the UCMJ and to the orders and regulations of the SecNav. They are also subject to active duty recall at any time. Members are transferred to the retired list upon completion of 30 years active and Fleet Reserve service.

Naval Reserve Retired List. Composed of members of the Naval

Fleet Reserve



of the
United States Navy



Reserve entitled to retired pay. This normally occurs at age 60 for most Naval Reserve retirees. Retired members of the Naval Reserve may be ordered to active duty without their consent but only if the SecNav, with the approval of the Secretary of Defense (SecDef), determines that there are not enough qualified reserves in an active status.

Retired Reserves. Consists of reservists who have been transferred to the Retired Reserve without pay. Most reservists who have completed 20 years of reserve duty but have not reached age 60 are in this category.

Temporary Disability Retired List (TDRL). Consists of members who are temporarily unable to perform the duties of their rank or rate by reason of physical disability which may be of a permanent nature. For more details, see the Disability Evaluation Manual (SecNavInst 1850.4A). TDRL lasts for a period of not more than five years.

Permanent Disability Retired List (PDRL). Consists of members who have been found to be permanently unable to perform duties of their rank or rate by reason of physical disability. For more details, see the Disability Evaluation Manual (SecNavInst 1850.4A).

Computation of retired/retainer pay. Navy retired pay is computed under a variety of provisions of law. Active-duty members who have questions about the formula to be used in computing retired pay should consult a career counselor. Retired members should submit questions in a letter to the Defense Finance and Accounting Service.

Pay allotments

If you registered allotments while on active duty, most remain in effect when you transfer to the Fleet Reserve, as long as the total is less than the net retired or retainer pay.

Allotments from retired pay are allowed for life insurance premiums on your own life or family-type insurance which includes your life. You may also register U.S. treasury allotments to repay indebtedness to another U.S. government agency, allotments for U.S. Savings Bonds and allotments for the support of spouse, former spouses and/or your children not living with you.

Survivor Benefit Plan

Established in 1972, the Survivor Benefit Plan (SBP) replaced the Retired Servicemen's Family Protection Plan for all personnel retiring with pay on or after Sept. 21, 1972.

SBP complements the survivor benefits of Social Security and provides all career members of the uniformed services who reach retirement eligibility — including reservists who qualify for retired pay at age 60 — an opportunity to leave a

portion of their retired pay to their survivors at a reasonable cost. See Chapter 19, "Survivor Benefits."

Travel, shipment and storage of household goods

A retiree may select a home location and receive travel allowances and shipment of personal property from the last duty station to a new location. This includes a Navy member on active duty who is retired for physical disability, placed on the temporary disability retired list regardless of length of service, or, who, following at least eight years continuous active duty with no break in service of more than 90 days, is transferred to the Fleet Reserve, discharged or involuntarily released with readjustment or severance pay.

The home selected does not have to agree with the home of record. However, once a member has selected a home and traveled to it, the selection is irrevocable as far as receipt of travel allowance is concerned.

Travel to the selected home and turnover of the personal property for shipment must, in general, be completed within one year after termination of active duty. For exceptions to the one-year time limit, see your command career counselor or personnel officer.

Travel of family members

Upon retirement, a Navy member is entitled to transport his or her family to the same location. This includes all officers and all enlisted personnel in paygrades E-5 to E-9, and E-4s with more than two years of service.

Family members must perform their travel within one year after termination of the member's active duty, with the same exceptions that apply to the member.

Base facilities and other privileges

Members retired with pay can use U.S. Armed Forces base facilities depending on the availability of space, facilities and capabilities of the activity. Reserve personnel retired in non-pay status are not entitled to these privileges.

The commanding officer of the service activity determines whether or not base facilities can accommodate retired personnel. The use of a base facility is a privilege that may be granted, not a right to which a retired member is automatically entitled.

The U.S. Naval Home

The United States Naval Home, Gulfport, Miss., is a retirement home for military retirees and certain veterans with significant war-time service.

Eligible for admission are former Navy, Marine Corps and certain Coast Guard members who are 60 years or older, and in good physical health. For a more detailed explanation of admission eligibility, call the Naval Home toll free 1-800-332-3527.

Uniformed Services Health Benefits Program (USHBP)

The USHBP is a comprehensive health-care plan that includes care provided in Uniformed Services Medical Treatment Facilities (USMTFs) and care from the civilian system at full or partial expense to the government.

Retirees and family members may receive medical and dental care if space, facilities and proper medical staff are available. Since all USMTFs do not have the same medical capabilities, contact the Health Benefits Adviser (HBA) at the facility to find out which services are available.

No charge is made for outpatient care; however, there is a small daily charge for inpatient care of retired officers and family members. Retired enlisted do not pay for inpatient care.

When a retiree or family member requires care beyond the capabilities of the USMTF, the USMTF can transfer the patient to the nearest USMTF that has those services available.

However, the USMTF will usually "disengage" the patient, thereby giving up the medical management of the case. At this point the patient assumes total financial responsibility for all costs.

Retirees, family members of retirees and survivors of deceased active duty or retired personnel are eligible for civilian care obtained at partial government expense under the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS).

However, CHAMPUS does not share the cost of all medical bills. You pay the full bill for any care that is not covered by CHAMPUS. This, combined with decreased access to health care at many USMTFs, makes it smart to buy some type of CHAMPUS health insurance supplement. See the "Medical and Dental Care" section of this book for further information on CHAMPUS and on supplemental insurance.

Veterans benefits for retirees

The Department of Veterans Affairs (DVA) is the agency responsible for administering the federal veterans' programs authorized by Congress. Retirement is considered the same as discharge for the purpose of veterans benefits. Therefore, the benefits administered by DVA which are available to personnel being separated or discharged from active duty are available under the same conditions to retirees.

Eligibility for individual retired members for specific veterans benefits must be determined by the DVA. DoN has no control over benefits authorized by law and payable by other government agencies. The percentage of disability determined by the Navy for retirement purposes does not affect the determination of percentage of disability determined by the DVA for veterans benefits. The role of the DoN consists only of furnishing to the DVA information that might be requested by that agency concerning retired Navy members' military service and military retired pay.

The DVA has regional offices in each state, Puerto Rico and the Philippines. Questions concerning veterans benefits should be addressed to the nearest regional office. Toll-free telephone service is available in each state. See chapter 18 on Veterans Benefits.

Unemployment compensation

Your eligibility for unemployment compensation is determined by the law of the state in which you file a claim.

Contact your local office of the state employment service to determine eligibility. If there is no office in your locality, ask the local postmaster for the address of the nearest office. In applying, bring your DD Form 214N, Social Security card and record of civilian employment both before and after military service.

DVA education assistance

Education assistance benefits are available to spouses and children of members who died, or are permanently and totally disabled, as a result of a disability arising from service in the armed forces, or those who died while totally disabled from a service-connected disability.

Application and further information are available from any DVA regional office serving the state or area in which the child is living.

Veterans' and other organizations

Seventy organizations, including state agencies, have been authorized to present and prosecute claims to the DVA on behalf of veterans and their families. These are either chartered by Congress, designated by Congress or otherwise recognized by the DVA.

Only one organization may represent you at any one time. Contact the local chapters of veterans' organizations for further details.

Burial benefits

The Retired Activities Section of the Bureau of Naval Personnel (Pers 662C) will, at the request of survivors of retirees, provide information about benefits for which they may qualify through the Navy and other agencies by reason of the military service of the deceased. You can call toll free 1-800-255-8950.

This service is furnished in lieu of that provided through the Casualty Assistance Calls Program in the case of an active-duty members' death. This assistance may also be requested from the nearest naval activity. The surviving spouse or immediate survivor of the retired member may also receive advice and assistance from various local service and veterans' organizations. Representatives of these organizations can help in completing any required forms and give information concerning benefits.

There is no charge for grave sites or for the opening or closing of graves in a national cemetery. However, expenses for preparation, the cost of the casket or transportation of remains from the place of death to

a national cemetery must be met from private funds.

Both the DVA and the Social Security Administration provide partial reimbursement of burial expenses under certain conditions, regardless of whether the burial is in a national cemetery.

A member or former member whose last active service terminated honorably is eligible for burial in any national cemetery in which grave space is available except Arlington National Cemetery.

If an individual — retiree or family member — wishes to be buried at sea or to have cremated remains scattered over the ocean, that request should be made in writing. Upon death of the former military member, the individual designated to make disposition of the remains should contact the Office of Medical Affairs through the nearest naval activity for assistance.

A government-issued headstone or grave marker is available without charge for any deceased veteran of wartime or peacetime service whose last period of active service was terminated honorably. Markers for private cemeteries are shipped free, but applicants are responsible for transportation to the private cemetery and placement at the grave.

An American flag to drape the casket of each retired member is furnished by a DVA office or a first-class post office. The flag is presented to the next of kin following interment.

The rendering of military honors or a military ceremony depends upon the status of the decedent and upon the availability of active-duty personnel for such purposes at an armed forces installation near the national cemetery or private cemetery. If it is determined by the commander of the installation that troops are not available, the next of kin or his representative may be able to arrange for the rendering of hon-

ors by members of local veterans organizations.

Checkoff list

The head of a family can make things easier for that family by having papers in order so family members know their rights and benefits.

Retired members

Protect your family. Review the "Navy Guide for Retired Personnel and their Families" [(NavPers 16891G) Stock No. 0500LP5405200] with your family. Before retirement, this publication should be provided by your separating activity. After retirement, current editions may be purchased for \$22 from the National Technical Information Service, ATTN: Defense Publications Section, 5285 Port Royal Rd., Springfield, Va. 22161. Complete the Report of Personal Affairs found in the guide.

Keep your current address on file with the Naval Reserve Personnel

Center, Defense Finance and Accounting Service, The Department of Veterans Affairs and the Bureau of Naval Personnel. Notify these agencies when changes occur. Also let them know when you have changed marital status, births, deaths of family members, etc.

Safeguard your records. Keep copies of your naval records and retirement papers in a safe place. Consider recording your DD 214s at the Clerk of Courts office nearest your home. Be sure to let your next of kin know where they may be obtained. Members who elected participation under the Survivor Benefit Plan should include that information as well. Pre-Sept. 21, 1972, retirees who retained coverage under the Retired Servicemen's Family Protection Plan should keep their RSFPP Election Notice with important papers. These records will be needed to apply for certain benefits.

Correspondence. In all official correspondence to agencies concerning benefits, identify yourself completely by full name, rank/rate, serv-

ice/file number, Social Security number and branch of service. If corresponding with the DVA, include your claim number.

Periodic check on insurance. Check your insurance policies periodically to ensure the current beneficiary is listed. Holders of term contracts should consider converting to permanent plan insurance.

What survivors can do

Burial in a national cemetery, reimbursement of burial expenses and headstone information were described previously.

Notification in the event of member's death. Immediately upon death of a retired member who was retired with pay, the next of kin or the person designated should notify the Defense Finance and Accounting Service, Casualty and Annuity Section. Call toll-free at 1-800-537-0814. Provide the current address for yourself or the executor of the estate. This will assist in expediting payment of survivor benefits.

The next-of-kin of a retired reservist who was not receiving retired pay at the time of death should notify the Commanding Officer, Naval Reserve Personnel Center, Code 4-1, New Orleans, La. 70149-7800. Telephone (504) 9488-1832.

Review the personal affairs records. Verify essential information concerning retired member and location of important documents.

Benefits for survivors. Don't hesitate to apply for any benefits to which you think you are entitled. Enclose all documents required by the application.

Advice and assistance. Contact the state Veterans Affairs office, the DVA regional office, Red Cross, other veteran's organizations or any naval activity for help. Additional information is available from BuPers' Retired Activities Section. Call toll-free 1-800-255-8950. ■



Photo by PR2 Eddie E. Condero

Veterans Benefits

A wide range of services and benefits is available to help veterans — eligible military members who leave the service after retirement or after their military obligations have been met. This is part of what you earn when you serve your country.



This chapter of rights and benefits contains general information about medical, education and other benefits, mostly available through the Veterans Administration. For more specific information and requirements, you should call your nearest VA office, located in major cities throughout the country.

If you are an active-duty service member, you can also get information on veterans benefits from your command career counselor, personnel officer or education officer.

Uniformed Services Voluntary Insurance Plan

The lack of medical coverage after a member's discharge, or family member's loss of eligibility, is a concern of military members and their families.

The Uniformed Services Voluntary Insurance Plan (USVIP) is designed to ease these concerns. USVIP is offered by a major insurance company through an agreement with DoD at a lower cost than that charged for private commercial policies.

Service members separating from active duty have 30 days after their separation to purchase USVIP for

themselves, as well as their family members.

Former spouses of active-duty or retired service members are eligible to purchase the insurance up to 90 days after their divorce. The unmarried children of active-duty, deceased or retired personnel who lose their military coverage because of age, may purchase the insurance up to 90 days after their 21st birthday, or 90 days after their 23rd birthday if they are full-time students.

In addition, minor children — children under 19 — who become legal wards of active-duty or retired personnel, as well as minor dependent grandchildren living with active-duty or retired personnel and minor wards and "pre-adoptive" children are eligible for the policy.

Eligible U.S. military personnel departing from active service now have insurance coverage available for up to one year for pre-existing medical conditions under a contract recently negotiated between DoD and the Mutual of Omaha Insurance Company.

The coverage is designed to soften the expensive transition between military and private health coverage for involuntary separatees and their family members who qualify for transition benefits, and for voluntary separatees and their family members who separate under the Special Separation Benefit program.

To obtain the new coverage, eligible personnel who separated on or after Oct. 2, 1991, must purchase Mutual of Omaha's USVIP. To receive the full year of coverage for pre-existing conditions, these per-

sonnel must renew their USVIP policies quarterly for one year.

The contract with Mutual of Omaha also provides for one year of pre-existing condition coverage for those who left the military during the first year of the transition program. Individuals in this group will receive a full year of coverage (i.e. reimbursement for out-of-pocket expenses for pre-existing condition expenses) whether they purchased USVIP or not.

Questions regarding covered medical expenses and claim filing procedures should be directed to the Mutual of Omaha Insurance Company at (402) 978-2119.

With the exception of pregnancy-related conditions, medical expenses covered for pre-existing conditions are the same medical expenses covered under USVIP (policy CCM129) and outlined in the current USVIP brochure (4-91). Pregnancy-related pre-existing conditions will be covered even though they are not covered by the USVIP policy.

Under the contract with DoD, Mutual of Omaha will pay 100 percent of the billed medical charges up to the level that is "usual and customary" for verified pre-existing condition expenses, whichever is less. The usual and customary level is determined by standard insurance industry practice.

Each of the military services is in the process of informing eligible personnel of the availability of this benefit and the requirements and procedures associated with it.

Questions regarding eligibility for pre-existing condition coverage should be directed first to the per-

sonnel offices at individual military installations, and next, if necessary, to the Transition Service Support offices of the individual Military Services and DoD.

DoD is in the process of establishing an appeal procedure to address eligibility questions and appeals regarding claim denials for individuals who are unable to obtain copies of their military medical records.

Mutual of Omaha will resolve other questions and appeals regarding claims or covered medical benefits through existing resolution procedures under the USVIP program.

VA medical/dental services

Veterans discharged or released from active military service under conditions other than dishonorable may be entitled to medical and dental care at VA health facilities around the United States.

Eligibility for VA hospitalization and nursing home care is divided into two categories: mandatory and discretionary. Within these two categories, eligibility assessment procedures, based on income levels, are used for determining whether non-service-connected veterans are eligible for free medical care. Veterans with service-connected disabilities and low-income veterans are in the mandatory care category. DVA must provide hospital care and may provide nursing home care to veterans who are in the mandatory category.

For veterans in the discretionary category (nonservice-connected, higher-income veterans) hospital and nursing home care may be provided if space and resources are available. A co-payment is required. Different eligibility criteria apply for outpatient care.

Outpatient medical treatment includes home health services such as structural alterations and home improvements deemed necessary for treatment at home.



VA provides necessary dental treatment for veterans who were not able to receive a dental examination and treatment within 90 days of discharge or separation from military service. Different criteria apply for treatment of veterans who have dental disabilities resulting from

either combat wounds or service-related injuries.

Unemployment benefits

Veterans returning to civilian life who need jobs should register with the nearest local state employment

commission office and apply for unemployment compensation.

After leaving the service, veterans may file for unemployment in any state where they plan to reside or work. It is beneficial to file promptly. Weekly unemployment checks are not retroactive; they begin only after a veteran files.

Full-time jobs

The U.S. Office of Personnel Management can assist veterans who seek jobs with the federal government. Other sources of employment information and assistance are:

- Federal Job Information Centers. Consult a telephone directory for an address, or ask the operator for the toll-free telephone number.
- Any VA regional office.
- Any federal agency personnel office.
- State and local government employment offices.

Many levels of government — state, county and municipal — give preference to veterans. This is generally in the form of additional points added to job-testing scores.

Vocational rehabilitation

This program provides assistance to service-disabled veterans to live independently; become employable; and find and keep new jobs.

Evaluation and counseling services help plan a vocational rehabilitation program, or a program to improve the potential for independent living.

Eligible veterans may enroll in schools or colleges; train on the job or on a farm; or enter programs that combine school and job training. While enrolled in a rehabilitation program, veterans receive a monthly subsistence allowance in addition to compensation or retirement pay. The amount of compensation is determined based on the number of

family members and the type of training received.

Each program of rehabilitation is tailored to meet the special needs of the individual veteran. Seriously disabled veterans may pursue comprehensive training in their own homes, in rehabilitation centers or in other training facilities.

Medical care and other supportive services, such as tutorial assistance, may be provided. Advancements from a revolving fund and work-study program are also available, as are counseling, job placement and post-placement services.

Eligibility for comprehensive training and rehabilitation services. Veterans are eligible for training and rehabilitation services if all the following conditions are met:

- They suffered a service-connected disability in active service, which entitles them to at least 20 percent compensation, or, would do so but for receipt of retirement pay. Veterans may also be eligible if they have a compensable rating of less than 20 percent and first applied for rehabilitation before Nov. 1, 1990;
 - They are hospitalized in a military hospital for a condition likely to be found to be compensable;
 - They were discharged or released under other than dishonorable conditions;
 - The VA determines if they need rehabilitation services because of an employment handicap. Their service-connected disabilities must materially contribute to this employment handicap.
- Eligibility for employment services.** Employment services may be provided to those veterans who fall into two basic groups:
- All veterans are eligible for (or found to have an employment handicap who are current participants in) the Chapter 31 training and rehabilitation program if the VA determines they are job-ready.
 - Other employable veterans who

have a service-connected disability and meet certain other conditions.

Period of eligibility. Generally, a veteran must complete a rehabilitation program within 12 years of the date of VA notification of entitlement to compensation. Extensions may be granted for veterans with serious employment handicaps.

Duration of programs. Eligible veterans may be provided training and rehabilitation services up to a total of four years, although additional training may be authorized under certain conditions. Employment services may be provided for up to 18 additional months.

Special programs. Veterans who are awarded a pension through Jan. 31, 1992, may be eligible to participate, for up to 24 months or more, under certain circumstances in a vocational training program.

A veteran may also receive up to 18 months of counseling, job search and work-adjustment services. Work income will generally affect the continuing receipt of pension.

Every veteran under the age of 45 at the time pension is awarded, during the period of Feb. 1, 1985, through Jan. 31, 1992, must participate in an evaluation by VA to determine the veteran's ability to benefit from vocational training and services. VA will suspend the pension award of any new participant under age 45 who fails to participate unless the veteran's condition or other circumstances prevent it.

If the veteran wants it, VA will develop a plan of comprehensive training and supportive services. A veteran will continue to receive pension during the training. Pension training program participants may work up to 12 months with no evaluation change.

Education assistance

The VA administers a number of educational assistance programs for

Veterans Benefits Timetable

| Time You Have (after separation from service) | Benefits | Where to apply |
|--|--|---|
| 10 years | VEAP: The VA provides financial assistance for education and training of participants under the voluntary contributory program. | Any VA office. |
| No time limit | GI Loans: The VA will guarantee your loan for the purchase of a home, manufactured home or condominium. | Any VA office. |
| No time limit | Disability Compensation: The VA pays compensation for disabilities incurred in or aggravated by military service. | Any VA office. |
| No time limit | Medical Care: VA provides a wide range of medical benefits including help for alcoholism and other drug dependency to veterans with a service-connected disability and to non-service-connected disabled veterans who qualify. | Any VA office. |
| 90 days | Dental Care: VA provides necessary dental care for veterans who were not provided dental examination and treatment within 90 days of discharge or separation from service. The time limit does not apply to veterans with dental disabilities resulting from combat wounds or service injuries. | Any VA office or medical center. |
| Two years (from date of notice for a VA disability rating) | GI Insurance: Low-cost life insurance (up to \$10,000) is available for veterans with service-connected disabilities. Veterans who are totally disabled may apply for a waiver of premiums on these policies. | Any VA office. |
| 120 days or up to one year if totally disabled | SGLI: SGLI may be converted to VGLI, a five-year, non-renewable term policy. At the end of the five-year term, VGLI may be converted to a policy with a participating insurance company. | Office of SGLI 213 Washington St. Newark, N.J. 07102-9990 |
| No time limit | Employment: Assistance is available in finding employment in private industry, in federal service and in local government. | Local or state employment service, U.S. Office of Personnel Management. |
| Limited time | Unemployment compensation: The amount of benefit and payment period varies among states. Apply immediately after separation. | State employment service. |
| 90 days | Re-employment: Apply to your former employer for employment. | Employer. |
| 30 days | Selective Service: Male veterans born in 1960 or later must register. | Any U.S. Post Office; overseas at any U.S. Embassy or consulate. |

veterans and service personnel — the Veterans Educational Assistance Program (VEAP) and the Montgomery GI Bill (MGIB) (including the

MGIB for Selected Reserve).

VEAP replaced the old GI Bill for people who entered the service after Dec. 31, 1976, and before July 1,

1985. Individuals who entered military service on or after Jan. 1, 1977, are eligible to participate. See Chapter 10, "Education Benefits."

Montgomery GI Bill

The Montgomery GI Bill (active duty) established a program of education benefits for individuals initially entering military service after July 1, 1985. See Chapter 10, "Education Opportunities."

VA home loans

The VA home loan guaranty program offers advantages that other loan programs do not. The major advantage of the VA home loan program is that most VA loans are made with little or no down payment.

The borrower also has the right to repay all or part of the indebtedness at any time without penalty.

The home loan guarantee offered under the VA's major program is not a direct loan but a guaranteed loan covering 50 percent of the mortgage, up to a maximum of \$45,000. For loans over \$45,000, a different percentage applies.

The exact amount of a veteran's entitlement is shown on the Certificate of Eligibility that many veterans receive from the VA shortly after discharge. Veterans who do not have this document should contact their nearest VA regional office.

Veterans can use their entitlement to purchase, build, alter, improve, refinance or repair a home. There is no requirement that the entitlement must be used within a certain period of time. VA home loan eligibility remains available until used.

To be eligible for a VA home loan, a veteran must have been discharged under conditions other than dishonorable, after serving a minimum period of time on active duty, depending on the period of service. Active-duty-for-training purposes does not qualify an individual for VA home loan benefits.

To obtain a home loan, veterans should contact a real estate broker or

one of the usual lending institutions — banks, savings and loan associations, insurance companies and mortgage companies. Although there is no maximum loan amount, some lenders will limit loan amounts to four times a veteran's entitlement.

The basic entitlement available to an eligible veteran is \$36,000. As much as \$46,000 of entitlement may be available to veterans purchasing or constructing a home to be financed with a loan of more than \$144,000. VA does not establish a maximum loan amount.

Memorial affairs

Burial in a VA national cemetery is open to any veteran who has been discharged under other than dishonorable conditions.

Although the law does not provide for grave site reservations, veterans can make things easier for survivors by expressing a desire to be buried in a national cemetery, keeping military service records accessible and verifying eligibility with VA.

To be eligible for burial, military service must have been for other than training purposes. Reserve personnel who do not meet those requirements, but who die as a result of the active duty or training, may also be eligible. Service members who die on active duty are also eligible.

Burial is available to an eligible veteran's widow, widower, minor children, and under special circumstances, unmarried adult children.

When a veteran or family member dies, the documents verifying eligibility should be presented to the funeral director handling the burial. The funeral director then contacts the national cemetery to determine the veteran's eligibility and space available.

Of the VA's 114 national cemeteries, 62 are open to new burials, 52 are

closed. A closed cemetery does not have space for new interments, but those who have a spouse or family member buried in a closed cemetery may still be buried in the family grave site.

Closed cemeteries can also accept cremated remains. Once eligibility and space are determined, the VA will open and close the grave, furnish a headstone or marker and provide care and maintenance.

Questions regarding burial in a national cemetery or other VA burial benefits can be answered by the nearest VA cemetery or regional office.

Keeping VA posted

If you are a veteran who holds a government life insurance policy, you need to keep the VA informed of your current address. VA also maintains a toll-free number for veterans interested in life insurance information: 1-800-669-8477.

Changes should be sent to the following address, giving your name, VA insurance file number and mailing address: VA Regional Office and Insurance Center, P.O. Box 8079, 5000 Wissahickon Ave., Philadelphia, Pa. 19101

A final word

For many of the veterans programs, there are no time limitations imposed. Eligibility for other benefits, however, does expire. Table 3, "Veterans Benefits Timetable," gives several VA programs and eligibility expiration dates.

The booklet, "Federal Benefits for Veterans and Dependents" gives up-to-date detailed information on all VA programs. If you are interested in a copy, send \$2.75 to: The Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. The stock number is: 051-000-00-198-2.

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Survivor Benefits

Job security and your base pay aren't the only benefits of your Navy career. To determine the actual value of being in the service, you must consider a whole range of benefits available to active-duty sailors, retired personnel and family members. Benefits for survivors form an important part of what you're entitled to as a Navy member.



This article outlines the Survivor Benefit Plan (SBP) and the new Supplemental Survivor Benefit Plan (SSBP) that became effective April 1, 1992. It includes a table that briefly describes allowances and services for survivors of active-duty personnel and retirees. Space limitations prevent *All Hands* from including more complete details, so it is important that you contact the sources listed for further information.

The final two pages provide a chart of benefits available to the survivors of active-duty and retired personnel. Information includes eligibility requirements, numbered forms needed to apply and offices to contact.

Survivor Benefit Plan (SBP)

Sometimes the hardest things to talk about are also the most important. Death and the benefits available to our survivors are among these things.

When people retire from the Navy, they are often secure in the belief that a retirement check will arrive in the mail each month for the rest of



their lives. It is sobering, however, to realize that the checks stop when the retiree dies. What about the family? How will the bills get paid? What about the children's education? A service member's family may be financially secure now, but not necessarily later.

For many military retirees, the answers to these and other money questions can be found in the Uniformed Services Survivor Benefit Plan.

The SBP provides a source of income to a deceased retiree's beneficiaries. The amount of that income is determined by an election the member makes prior to retiring or transferring to the Fleet Reserve. This monthly income is equal to 55 percent of any selected "base amount" of retired pay of between

\$300 and full retired pay. After a surviving spouse reaches age 62, the monthly benefit is 35 percent of the selected base amount. SBP benefits are automatically adjusted with the same cost-of-living adjustments applied to military retired pay. If a surviving spouse (or former spouse) remarries before age 55, eligibility to receive SBP benefits is suspended. If that marriage later ends, eligibility is restored.

Military retirees are automatically enrolled in SBP at the maximum level for all eligible beneficiaries at the time of their retirement or transfer to the Fleet Reserve, unless they elect to decline coverage or to participate at less than the maximum level. (An election for less than maximum coverage requires the member's spouse's written consent.)

The cost to participate in SBP, referred to as a "premium," depends upon the base amount the member elects. An SBP participant's retired pay is reduced by the amount of the premium.

For members who entered military service before March 1, 1990, there are two methods to calculate premiums: (1) 2.5 percent of the first \$378 of the elected base amount, plus 10 percent of the remaining base amount, or (2) 6.5 percent of the base amount. Whichever method produces a lower premium is automatically used. For members who entered military service on or after March 1, 1990, the premium is simply 6.5 percent of the base amount.

The \$378 amount increases each year at the same rate as cost-of-living adjustments to active-duty pay. After a member retires, the premium will always remain a constant percentage of retired pay. For members retiring in 1992, the two-part method produces a lower premium than the 6.5 percent method for base amounts of less than \$810.

For example, if a member whose retired (or retainer) pay is \$1,000 per month, dies, the surviving spouse would receive \$550 per month ($\$1,000 \times 55$ percent). The monthly annuity after age 62 would be \$350 ($\$1,000 \times 35$ percent). The annuity would actually be much more than \$350 because of future cost-of-living adjustments.

The member's monthly cost to provide this benefit would be \$65 per month ($\$1,000 \times 6.5$ percent). However, since SBP premiums come "off the top" of retired pay, they are not counted as taxable income. This member's actual cost, after considering taxes, is really only \$55.25 if he is in the 15 percent federal income tax bracket ($\$65 \times 85$ percent), or only \$46.80 if he is in the 28 percent tax bracket ($\$65 \times 72$ percent). The tax treatment of SBP premiums can

result in a savings of thousands of dollars in taxes during a retiree's lifetime. (Survivors' annuities are taxable, but the survivors' taxes are usually lower than what the couple paid prior to the member's death.)

Suppose the same individual opted for \$300 (the minimum amount that may be elected). The widow(er)'s monthly annuity would be \$165 ($\300×55 percent) until age 62, when it would be reduced to \$105 ($\300×35 percent) but adjusted for inflation. The monthly SBP premium would be \$7.50.

Insurance alternatives

Many retiring members examine life insurance alternatives to SBP. How much insurance would be enough to produce the same income stream as SBP?

In the first example, the member's widow would need approximately \$165,000 upon his death (if he died today) to invest at a 7 percent interest rate to produce a 5 percent inflation-adjusted income stream that is equal to the SBP benefits she would receive during her lifetime. This figure assumes she is 38 years old when benefits begin and that she lives a normal life span. Term life insurance for this amount of coverage is generally available at a cost that is lower than the member's initial SBP premium. However, there is much more to consider.

While it might seem that the amount of insurance that would be needed would decrease with advancing age (because there would be fewer years of life remaining), this is not the case. Because of inflation, the amount actually increases. For example, if this member's spouse is age 75 when he dies, which is likely based upon normal life expectancies, she would need approximately \$275,000 at that time to produce the same income that SBP would provide. Because of inflation, the term

life insurance policy for \$165,000 that this member might consider when he retires would have the purchasing power of only about \$27,000 at that time. It is also likely that the member would let the term insurance policy lapse because his premiums would have become exorbitantly expensive by then.

Many types of permanent life insurance policies offer death benefits that increase by having the interest or dividends on cash values purchase additional insurance. Depending on the member's age, the premiums for these types of policies range from four to six times as much as initial SBP premiums. The projected cash values in these types of policies make them very attractive alternatives to SBP because they make it seem as though the cost of the insurance protection was free.

Cash values in commercial life insurance policies are the invested portion of the premium a person pays, less the cost of insurance, company expenses and profit. The actual cost of the insurance protection is much greater in a commercial life insurance policy than it is with SBP because SBP benefits are subsidized by the federal government at more than 40 percent.

SBP elections are permanent and irrevocable. However, unlike most civilian joint-and-survivor pension annuity plans (military retired pay is not technically a pension), SBP premiums are payable only while a retiree has an eligible beneficiary. If an SBP participant becomes divorced, or if the participant's spouse dies first, SBP premium reductions in retired pay are suspended. Also unlike most civilian plans, a subsequent spouse is automatically covered by SBP after one year of marriage, but the member may elect to withdraw from the program during the first year.

If a member declines to cover an eligible spouse or child upon retire-

SBP Premium and Benefit Amounts*

| Base Amount (\$) | Premium (\$) | Monthly Annuity (\$) Before/After Age 62 | |
|------------------|--------------|--|-------|
| 300 | 7.50 | 165 | 105 |
| 378 | 9.42 | 208 | 132 |
| 810 | 52.65 | 446 | 284 |
| 1,000 | 65.00 | 550 | 350 |
| 1,500 | 97.50 | 825 | 525 |
| 2,000 | 130.00 | 1,100 | 700 |
| 3,000 | 195.00 | 1,650 | 1,050 |

* Adjusted with cost-of-living increases

ment, he or she may not provide coverage for that category of beneficiary later. If a member is not married or does not have eligible children upon retirement, he or she may enroll in SBP within the first year after marrying or acquiring a child.

Survivors of retirement-eligible service members (i.e., those who have completed at least 20 years of service) are automatically covered by SBP while the member serves on active duty. This coverage is provided at no cost to the member.

Integration with DIC. The surviving spouse of a military retiree, or of a retirement-eligible member who dies on active duty, may be entitled to receive Dependency and Indemnity Compensation (DIC) from the Department of Veterans Affairs (DVA). DIC is paid to survivors of veterans who die of service-connected causes. The death of a member serving on active duty is presumed to be service-connected unless the member's death is due to misconduct. The amount of DIC is currently based upon the member's grade at the time the member separated from active duty, or upon the member's grade at time of death, if death occurs while on active duty.

SBP annuities are reduced or "offset" dollar-for-dollar by the amount of DIC received. If the survivor of a retired member whose death is serv-

ice-connected receives DIC, the survivor receives a refund of the SBP premiums the member paid for the portion of the SBP annuity that is offset by DIC.

For example, the surviving spouse of a senior chief, either retired or retirement-eligible but still on active duty, who dies of a service-connected cause would be eligible to receive DIC in the amount of \$805. If the senior chief's retired pay was \$1,200 (or, if still on active duty, would be if he had retired), his survivor's SBP annuity would be \$660 (\$1,200 x 55 percent). Since his widow's DIC is greater than this amount, she would receive only DIC. If the senior chief had retired and had paid SBP premiums since retiring, his widow would also receive a complete refund of the premiums he had paid.

Available coverage under SBP

Child(ren)-only coverage. Members with eligible children, including stepchildren, adopted children, foster children or children born outside of marriage but who live with the member, may name their children as SBP beneficiaries. The spouse of a married member must concur with this type of election.

Children are eligible to receive benefits until age 18, or, if a full-time

student, until age 22. If the child becomes incapable of self-support due to a mental or physical disability while an eligible beneficiary, the child may receive benefits for life.

Monthly benefits for children are 55 percent of the member's base amount. Only one 55 percent annuity is paid per service member. If the member has more than one child, the annuity is divided equally among all eligible children. Benefits are paid to a child's guardian until age 18 and directly to the child thereafter. There is no offset to a child's SBP annuity due to receipt of DIC.

The cost to provide SBP coverage for children is very inexpensive and depends upon the age difference between the member and the member's youngest child. For example, the premium for a 45-year-old member with retired pay of \$1,000 who has three children, the youngest of whom is 10 years of age, would be \$7.20 per month.

Spouse-and-child(ren) coverage. Under this type of coverage, a member may elect coverage for both a spouse and children. Children receive benefits only if the surviving spouse dies or loses eligibility to receive benefits by remarrying before age 55. Premiums for spouse-and-child(ren) coverage are calculated by adding a very small additional charge for the children to the normal premium for spouse-only coverage. The additional charge is usually less than \$1 per month.

Former-spouse coverage. A member with a former spouse may name the former spouse as a beneficiary upon retirement. If divorced after retirement, a member may provide coverage for a former spouse only if the former spouse had been eligible to receive SBP benefits as a spouse.

To name a former spouse as a beneficiary after retirement, the retiree must change his or her election from spouse coverage to former-spouse coverage within one year

from the date of divorce. If the member is required by a court order to provide coverage to a former spouse, the former spouse may have the election ordered on the member's behalf if the member fails to make the change voluntarily.

Premiums and benefits for former spouse coverage are identical to premiums and benefits for spouse coverage.

Children may be added to a former-spouse election at an identical cost to spouse-and-child(ren) coverage. However, only children acquired (born, adopted, etc.) during the member's marriage to the former spouse may be covered.

"Insurable interest" coverage. This type of coverage is available only to a member who is unmarried at the time of retirement. If the member has only one dependent child, the member may name that child as an insurable interest beneficiary.

Insurable interest refers to someone who has a valid financial interest in the continued life of the member. An insurable interest is presumed for any blood relative.

A member must provide written evidence of insurable interest for any unrelated person or for a person who is related more distantly than a cousin. Premiums and benefits are calculated differently for this type of coverage. For more information about this type of coverage, see your command career counselor.

Supplemental Survivor Benefits Plan (SSBP)

Supplemental SBP (SSBP) is a new program, effective April 1, 1992, in which a retiree who is participating in basic SBP at the maximum level may purchase additional coverage to increase a surviving spouse's or former spouse's monthly benefit after age 62 from 35 percent of retired pay to 40 percent, 45 percent, 50 percent

or 55 percent of retired pay. SSBP coverage is not automatic; it must be deliberately elected.

Premiums for SSBP coverage are based upon a member's age on his or her birthday nearest to the date of retirement and are paid in addition to the basic SBP premium. For example, a 40-year-old member with retired pay of \$1,000 would pay a basic SBP premium of \$65 per month.

For each 5 percent level of SSBP coverage (referred to as an "SSBP unit"), the member would pay an additional \$12.20 per month. A post-age-62 benefit level of 55 percent, therefore, would cost this member \$113.80 [$\$65 + (\$12.20 \times 4 \text{ SSBP}$

units) = \$113.80]. A 45-year-old member would pay an additional \$14.30 per month for each SSBP unit, bringing his total cost to \$122.20 [$\$65 + (\$14.30 \times 4 \text{ SSBP units}) = \122.20]. For more information about SSBP coverage, see your command career counselor.

Supplemental SBP benefits are not subject to an offset due to a survivor's receipt of DIC. This is a very important factor to consider by a service member who is retiring due to a physical disability.

Open enrollment season

SBP has undergone more than 16 changes in its 20-year history. All of

SSBP PREMIUMS AND BENEFITS (As percentages of full retired pay)

| Member Age | Basic SBP 55-35 | Supplemental SBP Benefits Before-After Age 62 | | | |
|------------|-----------------|---|-------|-------|-------|
| | | 55-40 | 55-45 | 55-50 | 55-55 |
| 37 | 6.5 | 7.62 | 8.74 | 9.86 | 10.98 |
| 38 | 6.5 | 7.63 | 8.76 | 9.89 | 11.02 |
| 39 | 6.5 | 7.67 | 8.84 | 10.01 | 11.18 |
| 40 | 6.5 | 7.72 | 8.94 | 10.16 | 11.38 |
| 41 | 6.5 | 7.77 | 9.04 | 10.31 | 11.58 |
| 42 | 6.5 | 7.78 | 9.06 | 10.34 | 11.62 |
| 43 | 6.5 | 7.81 | 9.12 | 10.43 | 11.74 |
| 44 | 6.5 | 7.87 | 9.24 | 10.61 | 11.98 |
| 45 | 6.5 | 7.93 | 9.36 | 10.79 | 12.22 |
| 46 | 6.5 | 7.99 | 9.48 | 10.97 | 12.46 |
| 47 | 6.5 | 8.06 | 9.62 | 11.18 | 12.74 |
| 48 | 6.5 | 8.12 | 9.74 | 11.36 | 12.98 |
| 49 | 6.5 | 8.17 | 9.84 | 11.51 | 13.18 |
| 50 | 6.5 | 8.24 | 9.98 | 11.72 | 13.46 |
| 51 | 6.5 | 8.30 | 10.10 | 11.90 | 13.70 |
| 52 | 6.5 | 8.38 | 10.26 | 12.14 | 14.02 |
| 53 | 6.5 | 8.47 | 10.44 | 12.41 | 14.38 |
| 54 | 6.5 | 8.57 | 10.64 | 12.71 | 14.78 |
| 55 | 6.5 | 8.67 | 10.84 | 13.01 | 15.18 |
| 56 | 6.5 | 8.77 | 11.04 | 13.31 | 15.58 |
| 57 | 6.5 | 8.87 | 11.24 | 13.61 | 15.98 |
| 58 | 6.5 | 8.98 | 11.46 | 13.94 | 16.42 |
| 59 | 6.5 | 9.10 | 11.70 | 14.30 | 16.90 |
| 60 | 6.5 | 9.12 | 11.74 | 14.36 | 16.98 |

these changes have been improvements.

Participants' premiums are lower than they have ever been, and benefits are higher.

To permit adjustments by retirees who retired before these changes were made, Congress authorized all retirees to enroll in SBP and SSBP during a one-year open enrollment season between April 1, 1992, and March 31, 1993.

A special edition of *Shift Colors*, the newsletter for Navy retirees, was mailed to every retiree in March 1992. This publication was devoted almost entirely to SBP and SSBP and included an enrollment form and instructions.

Retirees who have not yet taken advantage of the open season may obtain a copy of the Spring '91 edition of *Shift Colors* from one of three sources: their local Retired Affairs Office (located at most family service centers); the Defense Finance and Accounting Service, Cleveland Center, 1-800-321-1080; or the Retired Affairs Section of the Bureau of Naval Personnel, Washington, D.C., 1-800-255-8950.

Other sources of information on retirement, including your SBP coverage, can be found in the following Navy publications:

Navy Guide For Retired Personnel and Their Families, NavPers 15891 series. This should be made available to the member during pre-retirement processing.

Shift Colors. Members who do not receive an issue within a reasonable time after retirement (six months) should contact the Commanding Officer, Naval Reserve Personnel Center, Code 40, New Orleans, La. 70149, and request that their name be placed on the *Shift Colors* mailing list.

Retired Military Almanac. Mail all orders to: Uniformed Services Almanac, Inc., P.O. Box 4144, Falls Church, Va. 22044.

Other supplemental benefits

In addition to the survivor's benefits listed in Table 1 (Page 107), there are other benefits for surviving family members of deceased active-duty members and retirees. Among these are:

Civil Service Employment Preference. Certain Civil Service preference benefits are granted to unremarried widow(ers) in connection with examinations, ratings, appointments and reinstatement if they apply for a civil service position. Call or write any Civil Service employment office for details.

Fraternal organization benefits. Check with the nearest affiliate of any fraternal or professional organization in which the deceased held membership to learn of any insurance, burial or other benefits which may be paid.

GI loans. Unremarried widow(ers) of deceased military personnel may be eligible for GI Bill home loans, when death is service-connected. Contact the Department of Veterans Affairs for further details.

State benefits. Many states provide benefits to survivors of veterans such as educational assistance, civil service preference, tax and license fee exemptions, employment assistance and bonuses.

Most of the states maintain veterans' agencies which supervise veteran and survivor benefits. The member's survivors should contact the veterans' agency in the state in which they intend to reside or the state in which the retired member last claimed residence. Any nationally recognized veterans' organization will also assist in providing information about veteran and survivor benefits.

Service academy appointments. Each year a limited number of appointments to the U.S. Naval Academy, Annapolis, Md.; the U.S. Military Academy, West Point, N.Y.; and

the U.S. Air Force Academy, Colorado Springs, Colo., are reserved for the sons and daughters of military members who died of war injuries. Inquiries should be sent to:

Office of Candidate Guidance,
U.S. Naval Academy, Annapolis,
Md. 21402

Registrar, U.S. Military Academy,
West Point, N.Y. 10996

Director of Admissions, U.S. Air Force Academy Colorado Springs,
Colo. 80840

Mortgage guarantee. The mortgage guarantee provided as part of GI Bill loans does not pay off the mortgage upon the death of the homeowner. Those guarantees apply solely to the private lender who made the loan. The obligation to repay the loan falls to the deceased's estate and spouse.

Only if the spouse defaults may the government pay the lender to the extent of the guarantee — but the government is then obligated to recover its loss from the family.

Officers and enlisted messes. If facilities permit, commanding officers are authorized to extend the privileges of Commissioned Officers' Open Messes, Senior Petty Officers' Open Messes and 1st and 2nd Class Petty Officers' Open Messes to unremarried widow(ers) or retired members of appropriate grades or rates. Such mess authorization may be extended to family members.

Contact the appropriate naval activity for more information.

Tax Relief. The income of a member who dies of wounds, disease or injury sustained in a combat zone is exempt from federal income tax for the year in which death occurred. Any tax liability outstanding against the member at time of death will be canceled or reduced. Refunds can be made if tax on such income has already been paid. The federal estate tax is not applicable in the settlement of estates of such combat veterans. □

Survivor Benefits for Active-

| Benefit | Description |
|---|---|
| Arrears of Pay | Unpaid pay and allowances due to member at time of death. |
| Death Gratuity | Designed to help defray immediate expenses, the death gratuity is six times the active-duty member's monthly basic pay, to a maximum \$3000 payable to beneficiaries, usually within 24 hours of death. |
| Survivor Housing Allowance | Surviving family of member who dies while on active duty may: (1) remain in government quarters for the 90 days following date of death; or (2) receive up to 90 days of Housing Allowance (BAQ plus VHA). If the family vacates government quarters prior to 90 days the family will receive the cash balance of the 90-day Housing Allowance. |
| Social Security-Burials | \$255 lump sum death payment to widow(er) or eligible children of member covered by Social Security. |
| DVA Burial Allowance | \$300 basic burial allowance plus \$150 plot/interment allowance if burial is not in a national cemetery. Service-connected deaths may receive up to \$1,500. |
| Education and Training Navy Scholarships | Various scholarships are available from Navy-affiliated organizations. |
| NMCRS | Guaranteed student loans may be available to surviving dependents of Navy members. |
| DVA | Widow(er)s and children of members who die of service-connected causes may be eligible for up to 45 months of VA education assistance. Education loans are also available for those needing education financial assistance. |
| Uniformed Services ID and Privilege Card (DD Form 1173) | Unremarried widow(er)s, dependent children to age 21 (23 if attending a full-time institution of higher learning) and parents/parents-in-law determined to be dependent are entitled to an ID card and appropriate privileges, if deceased member had retired with pay from military service. |
| Exchange, Commissary and Theater Privileges | Sponsorship passes may be given to unremarried widow(er)s of retired member until such time as widow(er) remarries. Surviving children are entitled to exchange and theater privileges if dependent on widow(er) for more than one-half their support to age 21 (23 if attending full-time institution of higher learning). |
| Headstones and Grave Markers | When burial is in a national cemetery, a headstone or grave marker is provided without cost or application. Markers for private cemeteries will be shipped free, but applicant is responsible for transportation to the private cemetery and cost of placement at the grave. If a headstone or grave marker is purchased from a commercial supplier, a maximum of \$70 is allowed toward the purchase. |
| Household Goods Storage/Movement and Relocation of Dependents | Movement of family members who were eligible to relocate at government expense and movement of household goods allowed before the member's death are permitted within one year to any selected location at government expense, and storage in transit is allowed for up to six months. |
| SGLI | Automatic coverage (\$100,000 unless member elected lower amount -- \$10,000 to \$90,000 or no coverage). A member is covered for 120 days following separation or up to one year in the case of a veteran who is totally disabled at the time of separation (or retirement). |
| VGLI | SGLI may be converted to a five-year, non-renewable coverage known as Veterans Group Life Insurance (VGLI). Members on active duty entitled to full-time SGLI coverage can convert to VGLI by submitting the premium before the end of 120 days following the date of separation from service. Members with full-time SGLI coverage who are totally disabled at the time of separation may purchase VGLI up to one year from separation date. |
| Medical Care | Dependents of retirees who are eligible for medical care under USHBP-CHAMPUS remain eligible for care after the member's death as long as the spouse remains unmarried. Eligibility continues until the beneficiary reaches age 62 or is disabled for more than two years. |
| Navy Mutual Aid Association | A membership organization which provides life insurance for its members, assists beneficiaries in filing claims for government benefits and provides follow-up service as needed. |
| Navy-Marine Corps Relief | May provide counseling, referral services or temporary financial assistance to dependents of deceased Navy members. |
| Retired Serviceman's Family Protection Plan (RSFPP) | Provides annuities to beneficiaries of deceased military members who participated in the program and retired before Sept. 21, 1972. |
| Survivor Benefit Plan (SBP) | Provides annuities to beneficiaries of deceased military members who participated in the program including those who retired before Sept. 21, 1972, who enrolled in the program during open enrollment seasons between Sept. 21, 1972, and March 20, 1974 and between Oct. 1, 1981, and Sept. 30, 1982. |
| Social Security Benefits (SSB) | SSB payments are separate from any RSFPP/SBP or monthly DVA compensation. SSB may provide (a) monthly benefits to surviving widow(er)s and dependent children; (b) MEDICARE coverage; and (c) lump-sum death benefits. |
| Dept. of Veterans Affairs Dependency and Indemnity Compensation (DIC) | DIC is a monthly benefit determined on the basis of member's grade and rate and authorized for unremarried widow(er)s, unmarried children under age 18, children 18 to 23 (if attending a VA-approved school) and dependent parents of members who died in service or died following discharge for a service-connected disability. |
| Veterans Survivors Pension | Payable to widow(er) and children of a member whose death was not service-connected, providing their income needs do not exceed certain limitations and their net worth is within reasonable limits under DVA guidelines. |

duty Members and Retirees

Where to Apply

Commanding Officer, Defense Finance and Accounting Service, (DFAS)
Cleveland, Ohio 44199-2059. Phone: 1-800-321-1080.

Payment of local disbursing office is automatic upon notification of death and Bureau of Naval Personnel (BuPers) approval.

Local disbursing office.

Local office of the Social Security Administration (SSA).

Regional office of the Department of Veterans Affairs (DVA). (Each state has at least one DVA regional office.)

Bureau of Naval Personnel, Navy Department, Washington, D.C.
20370-5602.

Headquarters, Navy-Marine Corps Relief Society, 801 N. Randolph St.,
Room 1128, Arlington, Va. 22203-1989.

Regional Office of the DVA.

For determination of dependency for parent or parent-in-law: Family Support Directorate, Cleveland, Ohio 44199-2087. For renewal or replacement of ID cards: The nearest naval activity authorized to issue ID cards or the Bureau of Naval Personnel, (Pers 334), Navy Department, Washington, D.C. 20370-5602.

See above information on Uniformed Services Identification and Privilege Card (DD 1173).

Director, Headstone Service (42A), Department of Veterans Affairs
Central Office, 810 Vermont Ave., N.W., Washington, D.C. 20420.

The Installation Transportation Officer (ITO) at your local military activity will provide household goods information. The local military activity will also assist in the transportation of family members.

Serviceman's Group Life Insurance, 213 Washington St., Newark, N.J.
07102-9986.

Serviceman's Group Life Insurance, 213 Washington St., Newark, N.J.
07102-9986.

Consult your local Navy activity for entitlement/CHAMPUS information.

Navy Mutual Aid Association, Navy Dept., Washington, D.C. 20370.

Headquarters, Navy-Marine Corps Relief Society, 801 Randolph St.,
Rm. 1228, Arlington, Va. 22203-1989

Commanding Officer, Defense Finance and Accounting Service (DFAS),
Cleveland, Ohio 44199-2059

Commanding Officer, Defense Finance and Accounting Service (DFAS),
Cleveland, Ohio 44199-2059

Contact the local Social Security Administration Office upon a member's death as claims may not be honored after an extended lapse of time.

Your local DVA regional office.

Your local DVA regional office.

How to Apply

Submit a claim for Unpaid Compensation of Deceased Members of the Uniformed Services (SF-1174).

The local Navy disbursing office will provide assistance and information on death gratuity payments.

The local Navy disbursing office will provide assistance and information on Survivor Housing Allowance.

Apply to the local SSA office within two years of member's death.

Application must be made within two years of member's death on VA Form 21-530 by mortician, survivor or person paying burial expenses.

BuPers will supply information on type and number of scholarships available.

Apply through the Navy-Marine Corps Relief Society.

Submit VA Form 22-5490, Application for Educational Assistance; or VA Form 22-490W, Application for Program, Education or Training by Spouse, Widow(er); or VA Form 22-8725, Application for Educational Loan.

The following documents must accompany application: a copy of retired member's orders; death certificate; marriage (birth) certificate (as appropriate); interlocutory of final divorce decree (if appropriate); and letter from the Social Security Administration certifying you are not entitled to Social Security hospital insurance (Part A) [applicable only to widow(er)s 65 and over].

See above information on Uniformed Services Identification and Privilege Card (DD 1173).

Submit VA Form 40-1330 for procurement of a headstone or grave marker and VA Form 21-8834 for reimbursement of commercially purchased headstone or grave marker. Forms are available at any regional DVA office.

The ITO will require copies of orders in addition to other selected forms. Check with the ITO for specific information.

The beneficiary will be contacted and given VA Form 29-8283 by BuPers upon receipt of official death notice. VA Form 29-8283 and a certified copy of the death certificate are sent by claimant to SGLI.

Submit VA Form 29-8283 (available from regional DVA office) and certified copy of death certificate to SGLI.

CHAMPUS guidelines and medical care information are available from BuPers, Navy Department, Washington, D.C. 20370-5602

Contact Navy Mutual Aid for more information.

Apply in person at an NMCRS auxiliary, call or telegram NMCRS headquarters or contact your local Red Cross chapter in an emergency.

Submit application Form DD-768 to DFAS to receive annuities.

Submit application Form DD-768 to DFAS to receive annuities.

Assistance will be provided by the local Social Security Administration office.

Submit application on VA Form 21-534 (available at any DVA office).

Submit application on VA Form 21-534 (available at any DVA office).

All Hands FY93 Monthly Basic Pay Chart

Cumulative Years of Service

Basic Allowance for Quarters

| Pay Grade | Enlisted Members | | | | | | | | | | | | Dependents | | | |
|-----------|------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|------------|---------|---------|----------------------|
| | Under 2 | Over 2 | Over 3 | Over 4 | Over 6 | Over 8 | Over 10 | Over 12 | Over 14 | Over 16 | Over 18 | Over 20 | Over 22 | Over 24 | Over 26 | Full Without Partial |

Enlisted Members

| | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------|---|--------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|-------|--------|
| E-9 | As a sector enlisted member of a military service, E-9 basic pay is \$822.00. | | | | | | | | | | | | | | | 2443.20 | 2497.80 | 2554.50 | 2613.00 | 2671.50 | 2723.40 | 2866.20 | 2977.70 | 3144.90 | 433.80 | 18.60 | 571.50 |
| E-8 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2048.70 | 2107.20 | 2162.70 | 2218.80 | 2277.60 | 2329.80 | 2387.10 | 2527.20 | 2639.70 | 2808.60 | 398.40 | 15.30 | 526.80 | | | | | | | | | |
| E-7 | 1430.10 | 1544.10 | 1601.10 | 1657.20 | 1713.60 | 1768.20 | 1824.90 | 1881.90 | 1967.10 | 2022.90 | 2079.00 | 2106.00 | 2247.30 | 2359.30 | 2527.20 | 339.90 | 12.00 | 489.30 | | | | | | | | | |
| E-6 | 1230.60 | 1341.30 | 1397.10 | 1456.50 | 1511.10 | 1565.40 | 1623.00 | 1676.70 | 1760.10 | 1817.10 | 1844.70 | 1844.70 | 1844.70 | 1844.70 | 1844.70 | 307.80 | 9.90 | 452.40 | | | | | | | | | |
| E-5 | 1079.70 | 1175.40 | 1232.70 | 1286.10 | 1370.70 | 1426.50 | 1482.90 | 1537.50 | 1565.40 | 1565.40 | 1565.40 | 1565.40 | 1565.40 | 1565.40 | 1565.40 | 283.80 | 8.70 | 406.50 | | | | | | | | | |
| E-4 | 1007.10 | 1063.80 | 1126.20 | 1213.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 1261.20 | 246.90 | 8.10 | 353.70 | | | | | | | | | |
| E-3 | 948.90 | 1001.10 | 1041.00 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 1082.10 | 242.40 | 7.80 | 329.10 | | | | | | | | | |
| E-2 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 913.20 | 197.10 | 7.20 | 324.30 | | | | | | | | | |
| E-1 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 814.80 | 175.20 | 6.90 | 313.20 | | | | | | | | | |
| Midm. | 753.60 | (Less than 4 mos. active duty) | | | | | | | | | | | | | | | 175.20 | 6.90 | 313.20 | | | | | | | | |
| | 543.90 | | | | | | | | | | | | | | | | | | | | | | | | | | |

Warrant Officers

| | | | | | | | | | | | | | | | | | | |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|-------|--------|
| W-5 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 594.30 | 25.20 | 649.50 |
| W-4 | 2100.00 | 2253.00 | 2253.00 | 2304.60 | 2409.30 | 2515.50 | 2621.10 | 2804.40 | 2934.60 | 3037.50 | 3118.80 | 3219.60 | 3327.30 | 3430.90 | 3586.50 | 528.00 | 25.20 | 595.50 |
| W-3 | 1908.60 | 2070.30 | 2070.30 | 2097.00 | 2121.30 | 2276.70 | 2409.30 | 2488.20 | 2567.10 | 2643.60 | 2725.80 | 2832.00 | 2934.60 | 2934.60 | 2934.60 | 443.70 | 20.70 | 546.00 |
| W-2 | 1671.60 | 1808.40 | 1808.40 | 1861.20 | 1962.60 | 2070.30 | 2148.90 | 2227.80 | 2304.60 | 2385.60 | 2463.60 | 2541.30 | 2643.60 | 2643.60 | 2643.60 | 393.90 | 15.90 | 502.20 |
| W-1 | 1392.60 | 1596.90 | 1596.90 | 1730.10 | 1808.40 | 1886.10 | 1962.60 | 2043.90 | 2121.30 | 2200.50 | 2276.70 | 2358.30 | 2358.30 | 2358.30 | 2358.30 | 330.00 | 13.80 | 434.40 |

Commissioned Officers

| | | | | | | | | | | | | | | | | | | |
|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|-------|--------|
| O-10 | 6655.20 | 6889.20 | 6889.20 | 6889.20 | 6889.20 | 7153.50 | 7153.50 | 7549.80 | 7549.80 | 8089.80 | 8089.80 | 8631.60 | 8631.60 | 8631.60 | 9121.80 | 714.90 | 50.70 | 879.60 |
| O-9 | 5898.00 | 6052.50 | 6181.50 | 6181.50 | 6181.50 | 6338.70 | 6338.70 | 6602.40 | 6602.40 | 7153.50 | 7153.50 | 7549.80 | 7549.80 | 7549.80 | 8089.80 | 714.90 | 50.70 | 879.60 |
| O-8 | 5342.10 | 5502.30 | 5632.80 | 5632.80 | 5632.80 | 6052.50 | 6052.50 | 6338.70 | 6338.70 | 6602.40 | 6602.40 | 7153.50 | 7153.50 | 7153.50 | 7329.90 | 714.90 | 50.70 | 879.60 |
| O-7 | 4438.80 | 4740.60 | 4740.60 | 4740.60 | 4740.60 | 4953.30 | 4953.30 | 5240.40 | 5240.40 | 5502.30 | 5502.30 | 6052.50 | 6052.50 | 6052.50 | 6568.90 | 714.90 | 50.70 | 879.60 |
| O-6 | 3290.10 | 3614.70 | 3851.70 | 3851.70 | 3851.70 | 3851.70 | 3851.70 | 3851.70 | 3851.70 | 3851.70 | 3851.70 | 4612.20 | 4612.20 | 4612.20 | 5417.70 | 655.80 | 39.60 | 792.30 |
| O-5 | 2631.30 | 3089.40 | 3303.30 | 3303.30 | 3303.30 | 3303.30 | 3303.30 | 3303.30 | 3303.30 | 3303.30 | 3303.30 | 3826.80 | 3826.80 | 3826.80 | 4480.80 | 631.50 | 33.00 | 763.50 |
| O-4 | 2217.90 | 2700.90 | 2881.20 | 2881.20 | 2881.20 | 2934.60 | 2934.60 | 2934.60 | 2934.60 | 2934.60 | 2934.60 | 3456.90 | 3456.90 | 3456.90 | 3614.70 | 585.30 | 26.70 | 673.20 |
| O-3 | 2061.00 | 2304.60 | 2463.60 | 2463.60 | 2463.60 | 2585.60 | 2585.60 | 2585.60 | 2585.60 | 2585.60 | 2585.60 | 3118.80 | 3118.80 | 3118.80 | 3273.00 | 469.20 | 22.20 | 557.10 |
| O-2 | 1797.30 | 1962.60 | 2070.30 | 2070.30 | 2070.30 | 2148.90 | 2148.90 | 2148.90 | 2148.90 | 2148.90 | 2148.90 | 2488.20 | 2488.20 | 2488.20 | 2488.20 | 372.00 | 17.70 | 475.80 |
| O-1 | 1560.60 | 1624.20 | 1662.60 | 1662.60 | 1662.60 | 1662.60 | 1662.60 | 1662.60 | 1662.60 | 1662.60 | 1662.60 | 1962.60 | 1962.60 | 1962.60 | 1962.60 | 313.20 | 13.20 | 425.10 |

Officers With More Than Four Years Active Duty as Enlisted or Warrant

| | | | | | | | | | | | | | | | | | | |
|------|------|------|------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|-------|--------|
| O-3E | 0.00 | 0.00 | 0.00 | 0.00 | 2725.80 | 2856.30 | 2958.60 | 3118.80 | 3273.00 | 3403.20 | 3403.20 | 3403.20 | 3403.20 | 3403.20 | 3403.20 | 506.40 | 22.20 | 598.50 |
| O-2E | 0.00 | 0.00 | 0.00 | 0.00 | 2437.50 | 2488.20 | 2567.10 | 2700.90 | 2804.40 | 2881.20 | 2881.20 | 2881.20 | 2881.20 | 2881.20 | 2881.20 | 430.50 | 17.70 | 540.00 |
| O-1E | 0.00 | 0.00 | 0.00 | 0.00 | 1962.60 | 2097.00 | 2174.40 | 2253.00 | 2331.30 | 2437.50 | 2437.50 | 2437.50 | 2437.50 | 2437.50 | 2437.50 | 370.20 | 13.20 | 498.90 |

Enlisted
Rations in kind not available
On leave or authorized to mess separately
Emergency conditions/no govt. mess avail.

Basic Allowance for Subsistence

Officers (Incl. commissioned, warrants and aviation cadets) \$139.39 per month

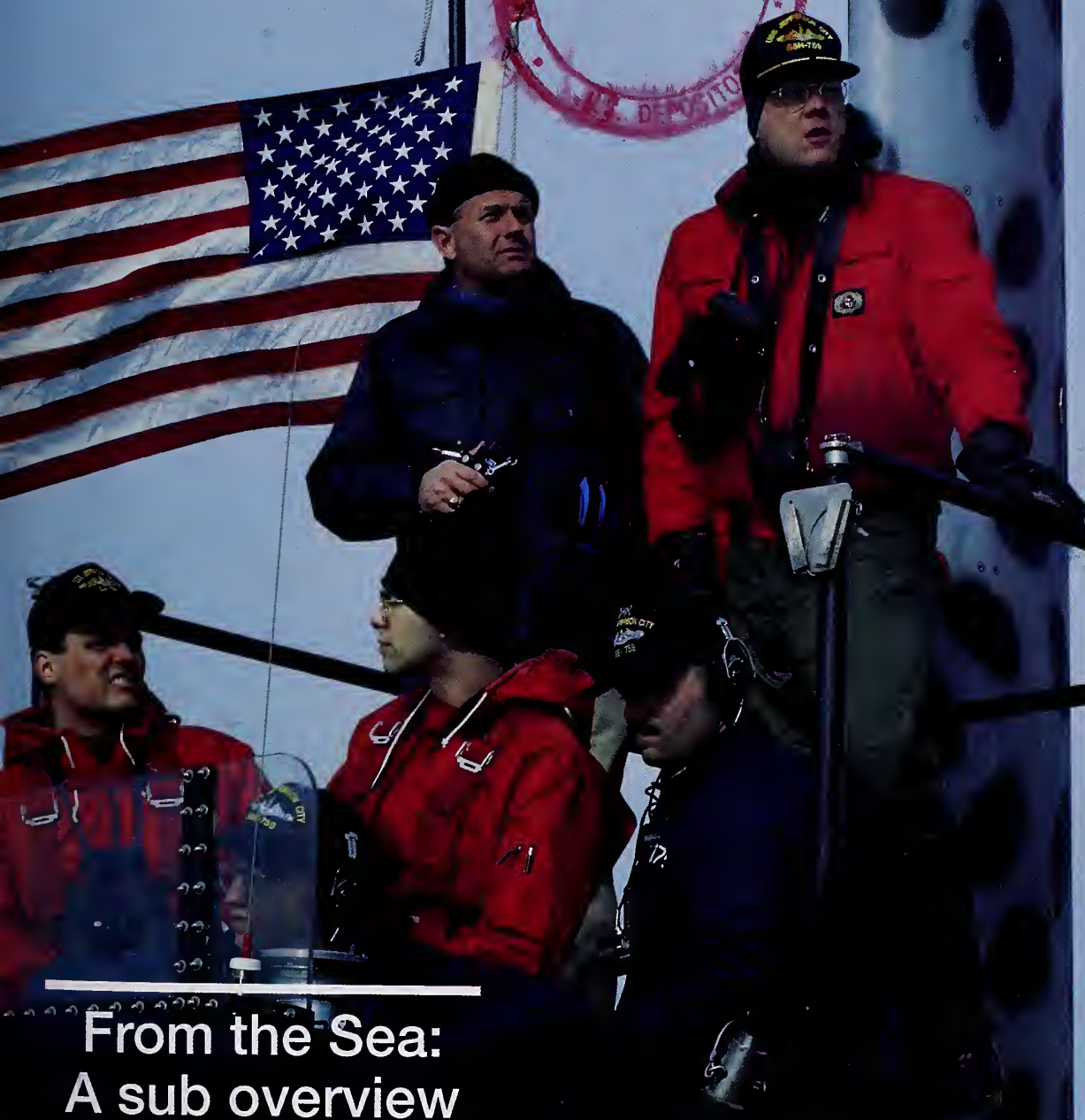
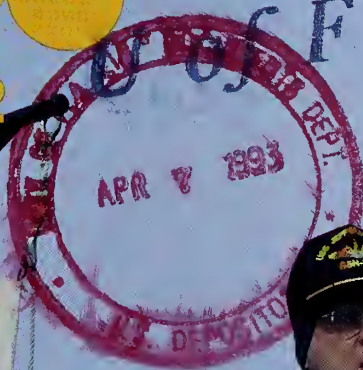
< Four Months
\$6.93 per day
\$6.14 per day
\$9.19 per day

All Others
\$7.50 per day
\$6.65 per day
\$9.94 per day

ALL HANDS

DECEMBER 1992

U.S. DEPOS. COPY



From the Sea:
A sub overview

1.05
PERIOD

Genesis of submariners' insignia

The insignia of the submarine service is a submarine flanked by two dolphins. Dolphins, traditional attendants to Poseidon, Greek god of the sea and patron deity of sailors, are symbolic of a calm sea and are sometimes called the "sailor's friend."

The origin of the insignia dates back to 1912. On June 13, CAPT Ernest J. King, commander Submarine Division 3, later a World War II fleet admiral and Chief of Naval Operations, suggested to then-Secretary of the Navy (SecNav) George von L. Meyer, via the Bureau of Navigation (now the Bureau of Naval Personnel), that a distinguishing device for qualified submariners be adopted.

He submitted his pen and ink sketch showing a shield mounted on the beam ends of a submarine with dolphins forward and aft of the conning tower. The suggestion was strongly endorsed by commander submarine division, Atlantic.

A Philadelphia firm, previously contracted by the Navy, was also asked to design a suitable badge. The firm submitted two designs which were combined into the single design used today. It consisted of a bow view of a submarine cruising on the surface, with bow planes rigged for diving, flanked by dolphins in a horizontal position with their heads resting on the upper edges of the bow planes.

By March 29, 1924, the Chief of Navigation recommended to SecNav that the design be adopted. Theodore Roosevelt Jr., then acting

SecNav, approved the recommendation.

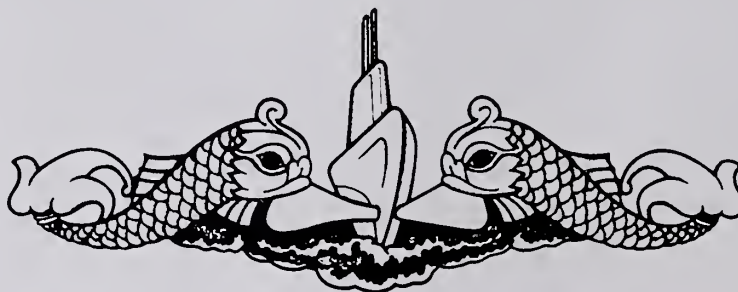
Originally, the insignia was to be worn at all times by officers and enlisted men qualified in submarine duty and attached to submarine units or organizations ashore or afloat, and not to be worn when not attached.

The officers' insignia was a bronze, gold-plated pin, worn centered above the left breast pocket and above ribbons or medals. Enlisted men wore the insignia embroidered on silk, in white on blue for blue clothing, and blue on white for white clothing. This was sewn on the outside of the right sleeve, midway between the wrist and the elbow. The device was 2.75 inches long.

In mid-1947, the embroidered device shifted from the sleeve of the enlisted men's jumper to above the left breast pocket. A change to uniform regulations dated Sept. 21, 1950, authorized the embroidered insignia for officers and a bronze, silver-plated pin-on insignia for enlisted men.

The wearing of embroidered or pin-on devices by officers and enlisted men, on the coat of service dress blue, full dress white, dinner dress blue and dinner dress white jackets and aviation green working uniforms was authorized in the 1981 Uniform Regulations.

The devices are also worn on the khaki shirt, and the long sleeve blue and summer white shirts. The embroidered device's background material also must match the color of the uniform on which it is worn.



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All Hands (USPS 372-970; ISSN 0002-
 5577) (Number 909) is published
 monthly by Navy Internal Relations
 Activity: Naval Station Anacostia,
 Bldg. 168, 2701 S. Capitol St., S.W.,
 Washington, D.C. 20374-5077. Sec-
 ond-class postage paid at Washing-
 ton, D.C. 20374.

Subscriptions: Superintendent of Docu-
 ments, U.S. Government Printing Of-
 fice, Washington, D.C. 20402. Price:
 \$17, U.S. and FPO; \$21.25 foreign.
 Make checks/money orders payable to:
 Superintendent of Documents, GPO."

Postmaster: Send address changes to
All Hands, Naval Station Anacostia,
 Bldg. 168, 2701 S. Capitol St., S.W.,
 Washington, D.C. 20374-5077.

Editorial Offices: Send submissions
 and correspondence to: NIRA, Print
 Media, Attn: Editor, Naval Station Ana-
 costia, Bldg. 168, 2701 S. Capitol St.,
 S.W., Washington, D.C. 20374-5077.
 Phone (202) 433-4171 (DSN 288-
 4171).

Message: NAVINRELACT WASHING-
 TON DC.

Authorization: The Secretary of the
 Navy has determined that this publica-
 tion is necessary in the transaction of
 business required by law of the Depart-
 ment of the Navy. Funds for printing
 this publication have been approved
 by the Navy Publications and Printing
 Policy Committee.

ALL HANDS

MAGAZINE OF THE U.S. NAVY
DECEMBER 1992 — NUMBER 909
70TH YEAR OF PUBLICATION



Photo by JO2 Jonathan Annis

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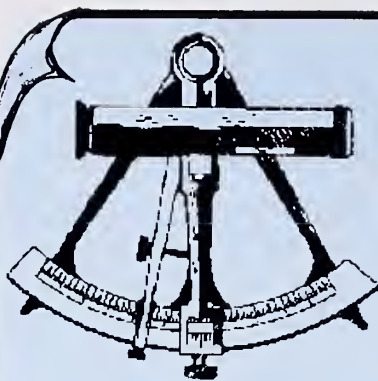
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 Vet visits his old sub

Front cover: On the bridge of USS *Jefferson City* (SSN 759) crew members guide the fast attack submarine back to her homeport in Norfolk. Photo by PH1 Michael Flynn.

Back cover: The *Trident* ballistic missile submarine USS *Georgia* (SSBN 729) transits the Strait of Juan de Fuca off Washington State's coast prior to diving for her Pacific patrol. Photo © Yogi, Inc.

Special thanks to retired VADM Yogi Kaufman, who graciously gave *All Hands* access to his submarine photo collection.



From the charthouse

Calling all SEA grads

Graduates and friends of the Senior Enlisted Academy (SEA) in Newport, R.I., can now join the newly-formed Senior Enlisted Academy Alumni Association.

Former Master Chief Petty Officer of the Navy Bill Plackett was elected president emeritus of the alumni association, which is a nonprofit organization formed to provide support for the SEA.

For more information about the alumni association call the SEA at (401) 841-4222 or (DSN) 948-4221/4222 or write: Senior Enlisted Academy Alumni Association, NETC Code 39, 1269 Elliot Ave., Newport, R.I. 02841-1525.

Rape prevention and victim assistance

Military communities are similar to civilian communities in many

respects, including the potential for rape. Based on the 1990-91 Navy Women's Study Group, which examined the problems of rape and sexual assault, the Bureau of Naval Personnel has created an office responsible for policy and guidance on rape, sexual assault and victim assistance.

A comprehensive rape and sexual assault awareness and prevention program is being developed for all members of the Navy. This program is

designed to make people more aware of the warning signs; provide tips on safety and self-defense; provide resources

explaining the frequent connection between alcohol abuse and sexual misconduct; emphasize personal responsibility and mutual respect for others; and explain victim assistance and support resources.

The Navy is developing a rape/sexual assault victim assistance program that will be implemented at all naval installations. Assistance will maximize sensitivity and quick

response, and minimize "revictimization."

One new resource available for rape awareness training is a Naval Criminal Investigative Service (NCIS) briefing which covers date rape, rape by strangers and response to potential or actual rape situations — available as a 21-minute video tape. It is best used as part of a presentation or discussion lead by a qualified representative from NCIS offices, family service centers and Navy videotape training libraries.

"... From the Sea"

The complete text of the Navy document, "... From the Sea," is now available electronically through various bulletin boards.

The outline of the new strategic direction for the Navy and Marine Corps team, was signed by the Secretary of the Navy, Chief of Naval Operations (CNO) and Commandant of the Marine Corps in September.

The electronic version of "... From the Sea" contains the complete text of the printed edition, and is available as follows:

- By electronic mail. Send your request via E-mail to Navy News Service at NCTAMSLANT.

NAVY. MIL, and include your Defense Data Network (DDN) or InterNet address.

- By anonymous file transfer protocol (FTP) from NCTAMSLANT. NAVY. MIL in the miscellaneous subdirectory. Anonymous FTP is fast, convenient and is available to many DDN and InterNet users.

- By downloading from the "articles" or "miscellaneous" file areas of the CNO Bulletin Board. Registration is required to gain access. The modem numbers are: (800) 582-2355; (800) 582-6940; (703) 695-6198; or (703) 695-6388.

Questions about E-mail and anonymous FTP may be directed to CDR Tim Taylor by calling (804) 445-1038 or (DSN) 565-1038. Questions about the CNO Bulletin Board may be directed to Henrietta Wright by calling (703) 695-5471 or (DSN) 225-5471.

Holiday safety

As the Christmas and New Year holidays approach, safety and accident prevention should be a top priority for all sailors.

Everyone works very hard and sometimes tries to pack too much fun into limited time off. Common sense can keep you from becoming a statistic.



Alcohol consumption is a factor in approximately 50 percent of the deaths and serious injuries in motor vehicle mishaps. It is also a major factor in recreational mishaps.

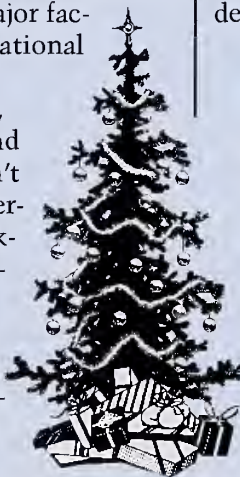
Remember, drinking and driving don't mix. Furthermore, drinking and recreational activities can also be a risky combination. If you see a shipmate who

has had too much to drink, take affirmative action. Be a shipmate and help them get back to their ship or station.

Seat belts are a must for you and your passengers. Allow enough time to get to where you're going without speeding, and be sure you've had some rest before beginning your trip.

Motorcycles can present special problems. Inexperienced riders on high-performance motorcycles who don't wear helmets, gloves and other protective gear are flirting with disaster.

Wherever you are, whatever your activity, think about what you're going to do, wear the proper equipment and keep alcohol consumption to a minimum. The



lives of sailors and Marines are very, very precious. Nothing is more distressing than to read of the needless injury or death of a shipmate.

\$\$\$ for education

More than 400 children of active-duty sailors and Marines are attending college this year, thanks, in part, to two new continuing education financial aid programs offered by the Navy-Marine Corps Relief Society (NMCRS).

Based on an evaluation of financial need, the VADM E.P. Travers Scholarship Program provides grants of \$2,000 per academic year, and the Interest-free Parent Loan Program offers up to \$3,000 per academic year.

Applications for the scholarship and loan programs will be accepted beginning Jan. 1, 1993, and must be postmarked no later than March 15, 1993. Families are encouraged to apply as soon as possible as any additional follow-on documentation must be received by April 15, 1993.

Eligibility requirements for these programs and other relief programs may be obtained by visiting your nearest NMCRS or by writing: NMCRS, Education Programs, 801 N. Randolph St., Arlington,

Va. 22203-1978, or telephone (703) 696-4904 or (DSN) 226-4904.

Misuse — you lose

Government property and supplies should not be used for personal business. Anything you do that is not official business falls into the personal business category.

Computers and software, typewriters, copiers, facsimile machines, stationery and even plain bond paper are examples of government property that cannot be used for private purposes before, after or during working hours. Something as simple as typing a letter to a family member on your office computer constitutes misuse.

Use common sense — use of government equipment, property and facilities for private business purposes can lead to disciplinary action being taken against you and possible dismissal or discharge.

CHAMPUS publishes new handbook

A new 156-page Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) handbook has been published.

The handbook is filled with updated information about standard CHAMPUS benefits, procedures

and eligibility requirements, and includes new provisions for some service members and their families who leave active duty.

The active-duty dependents dental plan and CHAMPVA — a program similar to CHAMPUS is operated by the Department of Veterans Affairs for the families of disabled veterans — are also outlined in the handbook.

The cover of the new handbook is green with white lettering. The red, white and blue 1990 handbook and all previous editions are outdated, and should be discarded immediately.

Copies of the new handbook were shipped to military supply centers, the U.S. Public Health Service and the headquarters offices of all CHAMPUS claims processors.

Requests for the handbook should be forwarded through the appropriate supply channels using stock number SN 0510-LP-209-3800. Individuals who want copies of the new handbook should contact their nearest health benefits adviser.





Only a submariner realizes to what great extent an entire ship depends on him as an individual. To a landsman, this is not understandable, and sometimes it is even difficult for other sailors to comprehend.

A submarine at sea is a different world in herself, and in consideration of the protracted and distant operations of submarines, the Navy must place responsibility and trust in the hands of those who take such ships to sea.

In each submarine there are men who, in the hour of emergency or peril at sea, can turn to each other. These men are ultimately responsible to themselves and each other for all aspects of operation of their submarine. They are the crew. They are the ship.

This is perhaps the most difficult and demanding assignment in the Navy. There is not an instant during his tour as a submariner that he can



escape the grasp of responsibility. His privileges in view of his obligations are almost ludicrously small, nevertheless, it is the spur which has given the Navy some of its greatest mariners — the men of the submarine service.

It is a duty which most richly deserves the proud and time-honored title of Submariner.

This issue of All Hands brings you a close look at the submarine force. You'll see why submariners (pronounced sub-mar-EE-ners) endure a seemingly endless cycle of training, deployments and patrols where months pass without seeing the light of day. You'll also get to look at the role of support personnel without whom the force could not function, and see how the families handle lengthy separations without even the benefit of mail. All these factors contribute to the pride with which these sailors wear dolphins — the insignia of the submarine service.

...From the sea

Sub force moves toward 21st century

Story by JO2 Paul Taylor

In the movie "The Hunt For Red October," the skipper of a Soviet submarine matches wits with an American submarine captain. The movie brought a lot of attention to a branch of the U.S. Navy that has prided itself on being the "silent service."

While the Cold War circumstances under which "Red October" took place are now a thing of the past, our submarine crews still patrol the oceans of the world safeguarding American interests.

In days gone by, the submarine force, like the rest of the U.S. military, was geared to meet a global threat from the nuclear-armed Soviet Union. However, as East-West tensions ease and the Defense Department's budget declines, the submarine force has had to change its emphasis.

According to Assistant Chief of Naval Operations for Undersea Warfare VADM Roger Bacon, the mission of the strategic arm of the submarine force — deterrence — remains essentially the same. However, the number of fleet ballistic missile submarines (SSBNs) will be substantially reduced.

"We have 34 SSBNs, we will go down to 18 by the end of the decade," Bacon said in an interview published in the newsletter "Inside the Navy."

Speaking at a ceremony marking the return of USS *Tennessee* (SSBN 734) from her 3,000th strategic deterrent patrol, Chairman of the Joint Chiefs of Staff Army Gen. Colin Powell said that despite the warming of U.S. relations with the East, there are still thousands of nuclear warheads in Russia, Ukraine, Belorussia and Kazakhstan which could end the American way of life in a matter of minutes.

"So, however warm our relations might grow with the new former-Soviet republics, however close our friendships become — we will always, always place our faith in our boomers," Powell said, "and not in anything else."

On the tactical side of the house, however, the crews of attack submarines (SSNs) are seeing a major change in the emphasis of submarine operations. Bacon recently told a congressional subcommittee on defense appropriations that during the Cold War, anti-submarine warfare was the emphasis, however the technological advances made by the submarine force during the last 30 years have enabled them to develop a number of unique mission capabilities.

"Today our submarine force is extremely well-suited to support the key foundations of our [new] national defense policy — deterrence, forward presence and crisis response," he said. "Our plan for the 1990s and beyond is to hone the capabilities of our submarines to continue our superlative support of this strategy."

While deterrence has traditionally been the role of the SSBN, today's SSNs, with their wide range of capabilities from intelligence collection to precision land attack with *Tomahawk* cruise missiles, are a formidable weapon that any would-be aggressor must take into consideration.

"A potential adversary will be uncertain about the number and location of American submarines," said Bacon, "but will be certain that a submarine can deny him use of the seas or conduct precision strikes against him in any region."

Any sailor who has ever deployed aboard a ship can tell you there's nothing new about the idea of forward presence. However, as our forces at overseas locations are withdrawn, the forward presence of naval forces takes on added importance. According to Bacon, effec-

VADM Bacon is interviewed in front of USS *Grayling* (SSN 646) by CBS News correspondent Jim Stewart moments after the sub broke through the polar ice.



Photo by Joe Bartlett

tiveness is tied to response time — to control a crisis, naval forces must be brought to bear within a matter of days or hours.

“Forward-deployed attack submarines can be at the scene of action in a matter of hours,” Bacon told the subcommittee. “They collect intelligence, provide warning and, if necessary, go on the offensive to control the crisis and neutralize opposing forces.”

The stealth capacity of today's submarines make them the platform of choice for crisis control where a threat to U.S. forces exists. Virtually impossible to locate and target, submarines can provide a unique array of missions with minimal risk to U.S. forces.

Among these missions are surveillance, regional sea denial, precision strike, battle group support and ground warfare support.

“Combined with its inherent characteristics of stealth, endurance, and agility and its wide range of mission capabilities, today's nuclear-powered submarine is truly one of the most formidable, operationally cost-effective and flexible combatant ships,” Bacon added.

What does the future hold technologically for the submarine force?

“We can firmly state that no country threatens U.S. SSBNs in the open ocean, and we do not see indications of a

near-term threat,” Bacon told the congressional subcommittee. With this in mind, there are no current plans for a new class of SSBNs.

However, improvements to sonar and weapons systems are planned. Currently the *Trident II* (D-5) missile program continues on schedule and within cost. The introduction of this key element in the strategic modernization program aboard SSBNs will help keep *Trident* an effective deterrent to war well into the 21st century.

As USS *Los Angeles* (SSN 688) nears its 20th year of service, it's time to look beyond that class of submarine and decide what the attack sub of the future will look like. During the Cold War that vision was *Seawolf* (SSN 21). With the reduction of that program and with time running out on the 688s, the wave of the future is now *Centurion*.

Centurion is the name of a program, not necessarily a submarine. Though designs have yet to be approved, the Navy is looking for a ship that will have capabilities

between those of the *Los Angeles* and *Seawolf*. Improvements in platform design will be part of the project, however the sonar and weapons systems will consist mainly of existing technology.

In August, the Pentagon's top acquisition review panel gave approval to move ahead on developing designs for the submarine. Under the best of circumstances that would place construction in FY98 with the first ship to be delivered to the fleet between 2003 and 2005.

With reduced world tensions, there will be not only one, but several years in the 1990s where there will be no funding in the budget for new submarines. This hasn't occurred since the 1950s and raises questions about the survival of the industrial base which produces submarines.

Newport News Shipbuilding in Virginia and Electric Boat Co., Groton, Conn., are the only two shipyards in the United States that build submarines. With the keels laid on the last *Trident* and *Los Angeles*-class ships, and since there may be, at the most, three *Seawolfs* built, it

is very possible the ability of these yards to produce submarines may deteriorate beyond the point of no return.

Bacon stressed the importance of this and the need to get *Centurion* into production before this loss occurs. “Unless we take positive steps soon, we will lose a national asset —

our ability to produce nuclear-powered submarines in an affordable and timely manner.”

An already intensely competitive community, the submarine force will become much more so as it is reduced in size. For submarine officers, this began to materialize in 1990 when the submarine force instituted department head screening boards. But Bacon believes that as long as the inactivations occur slowly, the situation can be managed with little hardship to those currently serving while still attracting new personnel.

The submarine force of today is in a state of flux. As it approaches the 21st century, the force will assume a new shape, but the one thing that remains is the pride of those who serve under the sea. This pride goes all the way up to the top of the chain of command. In his remarks to the house subcommittee Bacon said, “We have the best submarine force in the world, with the finest ships, and the best people.” □

Taylor is a staff writer for All Hands.

“We have the best submarine force in the world, with the finest ships and the best people.”

— VADM Roger Bacon

Gray ladies of the sea

A proud history of silent service

Story by J02 Paul Taylor

The U.S. submarine force came of age during World War II. Although in the fleet for more than 40 years, American submarines had not been proven under fire. Even during World War I, American subs scored no kills.

However, in the years between the world wars, technology improved the force. By 1941 the U.S. submarine force was larger, more capable and battle-ready.

Submarines conducted the first offensive U.S. operations in the Pacific. The first wartime kill was scored by USS *Swordfish* (SS 193) when she sank a Japanese freighter just nine days after Pearl Harbor.

The exploits of submariners during World War II were legendary. When Japan surrendered, American submarines had sunk more than 1,100 ships. The "silent service's" gallantry earned 34 presidential citations, 38 Navy Unit Commenda-

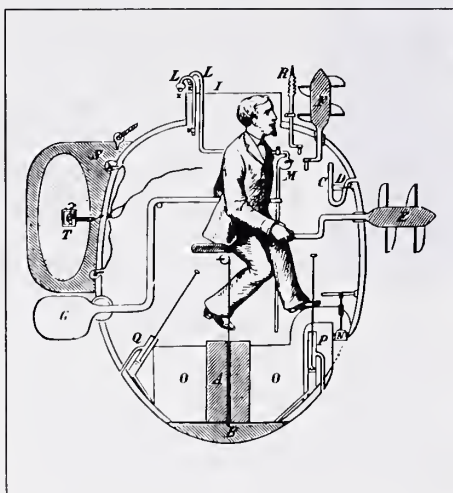
tions and seven Medals of Honor. The cost was high — 52 submarines and 3,500 men never returned from war patrols.

While World War II provided America with her first submarine victories, experiments with submarining had been going on for years. During the American Revolution, David Bushnell designed the one-man submersible *Turtle* in 1775 in Saybrook, Conn.

In the first recorded attempt to use a submarine in war, Army Sgt. Ezra Lee took *Turtle* into New York Harbor where the British fleet was anchored Sept. 7, 1776. The idea was to attach a timed explosive to the hull of a British ship.

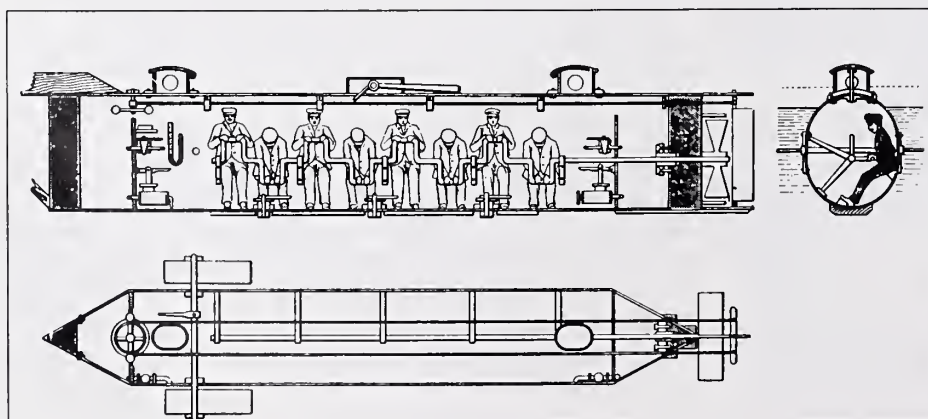
Lee had made four unsuccessful attempts to attach his explosive charge, when he was spotted by a British long boat. Lee released his cargo and made his escape. The charge exploded harmlessly near the ship, but her captain decided to seek safer anchorage farther out to sea.

The kind of courage displayed by Lee is seemingly a prerequisite for submariners. As we all know, what goes up must come down, however what goes down does not necessarily have to come back up. This was repeatedly shown to be the case during the Confederacy's experiments with submarines during the Civil War.



U.S. Navy art

Left: An artist's conception of Army Sgt. Ezra Lee in *Turtle*. Below: The Confederate submarine CSS *H.L. Hunley* was powered by a propeller cranked by eight men.



U.S. Navy art



U.S. Navy photo

Above: *Plunger*, the first Navy contracted submarine, was rejected due to her inability to hold a steady course. **Left:** Inventor John Holland peers out of *Holland's* (SS 1) conning tower. The Navy's purchase of *Holland* marked the birth of its submarine fleet.

cranked by eight men. Before it was considered ready for battle CSS *H.L. Hunley* had to be salvaged four times.

On Feb. 17, 1864, *Hunley* attacked the steam sloop-of-war *Housatonic* using a "Lee spar torpedo," mounted on the bow of the submarine. *Hunley* rammed *Housatonic* below the waterline. The explosion ripped open the side of *Housatonic* which sank, losing five men. Unfortunately, *Hunley* also sank somewhere near its victim, losing all hands.

During the latter half of the 19th century, experimental submarines began to take on characteristics found in today's boats. John Holland,

an Irish immigrant who lived in New Jersey, developed a complex and highly successful ballast system and was the first to incorporate the use of horizontal rudders to dive a boat. In 1895 Holland received an order from the U.S. government to build one.

The vessel, named *Plunger*, was refused by the Navy when Holland couldn't keep the boat on a straight course. But before *Plunger's* failure, Holland had designed another submarine, so the Navy agreed to let him build that boat with private funds. On April 11, 1900, the U.S. Navy's submarine force was born when it purchased its first submarine, *Holland* (SS 1).

In the years that followed the acceptance of *Holland*, the U.S. Navy continued to buy improved submarines. They grew in size, from *Holland's* 54 feet to more than 100 feet and incorporated new developments in propulsion and weapons.

Confederate Army Capt. Horace Hunley and two associates built a submarine out of a 40-foot steam boiler. The submarine, named for its inventor, was powered by a propeller



U.S. Navy photo

Left: USS *Triton* (SSN 586) arrived in Bremerhaven, Germany, in 1960, giving residents their first glimpse of a nuclear-powered submarine. *Triton* is the first submarine to circumnavigate the globe while submerged. Below: As seen through the submarine's periscope, a *Tomahawk* land-attack missile, targeted on an Iraqi position, clears the surface after being fired from USS *Pittsburgh* (SSN 720) during the Gulf War.

During the late 1940s and 1950s, the greatest technological advances in the submarine force came about, including hull strengthening and streamlining. Engines were more compact and powerful.

All these advances were crucial in the development of the modern submarine, but pale in comparison to the advent of nuclear propulsion.

With the increased speed and virtually limitless fuel supply of nuclear-powered submarines, the length of patrols was now dictated by crew endurance and the amount of provisions carried.

On Jan. 17, 1955, the first nuclear-powered submarine, USS *Nautilus* (SSN 571), sent its historic message: "underway on nuclear power." Today, every submarine in the U.S. Navy is nuclear-powered.

In the years that followed that historic voyage, endurance, depth and speed records dropped like flies. Also, submarines began operating beneath the ice of the North Pole.

Perhaps the most important evolutionary step of the submarine came in 1955 when the highest priority was given to develop a ballistic missile that could be launched from under water, and a platform from which it could be fired. In just five years the *Polaris* missile and submarine program went from an idea to a reality. On July 20, 1960, USS *George Washington* (SSBN 598)

fired the first missile from a submerged position off the Florida coast.

In the eight years that followed, 40 other ships joined *George Washington*. As these ships came on line, advances were made in the *Polaris* missile system, increasing its range. In the early 1970s, the *Poseidon* (C-3) missile began replacing the aging *Polaris*, again with a significant increase in range and accuracy.

The next step in the evolution of the ballistic missile submarine came with the advent of the *Trident* missile and submarine program. The first step involved placing *Trident* (C-4) backfit missiles aboard the older *Poseidon* boats. As the *Trident* boats were commissioned, that missile was placed aboard them as well. Later, the *Trident II* (D-5) missile was developed.

Ironically, the success of ballistic missile submariners is beginning to cost them jobs. With the easing of East/West tensions, all 22 remaining original ballistic missile submarines will be decommissioned by the end of the decade. It's also unlikely that any more *Tridents* will be built after completion of the six currently under construction.

Today, U.S. Navy submarines, armed with advanced sonar, torpedo and missile technology, are a formidable weapon and deterrent to war. During the Gulf War, *Los Angeles-*

class fast attack submarines launched *Tomahawk* cruise missiles against Iraqi targets from operating areas in the eastern Mediterranean.

As the submarine force nears its 100th birthday, submariners who served in the World War-II era fleet boats look at today's submarine force with respect. Norb Ayers, who served aboard USS *Diablo* (SS 479), marveled at a *Trident* submarine he saw on a recent trip to Naval Submarine Base Kings Bay, Ga.

"There's no comparison! It's like a castle!" he said. "They've got it good compared to the old fleet boats, but it takes some pretty good people to man these boats today, and they're doing great." □

Taylor is a staff writer for All Hands



U.S. Navy photo

A "father's" legacy

Rickover guided Navy into nuclear era

Compiled by JO2(AW) Laurie Beers

He's been called everything from an incomparable, cranky "old salt" to a brilliant engineer who single-handedly dragged the Navy into the nuclear era. But all will agree, the late ADM Hyman G. Rickover is the father of the nuclear Navy.

In his more than 60 years of naval service, the son of Russian immigrants evolved from a snubbed midshipman at the Naval Academy, to an outspoken officer with a vision of limitless range nuclear-powered submarines and warships. This early vision quickly put him at odds with his superiors. But Rickover won his battle and his dream became reality Jan. 17, 1955, when USS *Nautilus* (SSN 571), the first nuclear-powered submarine, began its maiden voyage down Connecticut's Thames River.

Today, all U.S. submarines and more than 40 percent of the U.S. Navy's major combatants are powered by nuclear reactors.

Commissioned in 1922, Rickover's first taste of submarines came in 1929, when he served on board USS *S-9* (SS 114). After completing several staff assignments and serving as the senior naval officer for district engineers on the "Manhattan Project" — the operation to design the atomic bomb — the admiral became the senior naval officer for the newly-formed Atomic Energy Commission at Oak Ridge, Tenn., in 1947.

During the next 35 years, Rickover spearheaded the Navy's nuclear-power program and was eventually appointed as director, Division of Naval Reactors, U.S. Atomic Energy Research and Devel-



ADM Hyman G. Rickover

opment, and deputy commander for Nuclear Propulsion, Naval Sea Systems Command.

During the years he dominated the design and production of the nuclear fleet, Rickover saw his nuclear-powered submarines, cruisers and aircraft carriers travel 70 million miles and log the equivalent of 30 centuries of operation time without a death or serious accident attributed to nuclear propulsion.

Among the qualities he brought to the field were his extraordinary brilliance as an engineer and organizer, tireless energy and inflexible devotion. To them he added his own techniques — ignoring protocol and defying red tape. Those who came into contact with him became either lifelong enemies or lifelong admirers.

"He expected perfection. Sometimes he got it and sometimes he didn't," said a former commander of the Atlantic Fleet Submarine Force.

"But we were at least challenged to give 110 percent of our effort all the time."

Rickover personally interviewed every officer seeking to enter his nuclear-propulsion program. These interviews were legendary in the Navy, and to survive it was a rite of passage.

Thriving on doing and saying the outrageous, Rickover once gave a candidate 30 seconds to make him mad. The midshipman jumped out of his chair, cleared the papers off the admiral's desk and smashed his model submarine. Legend has it that Rickover accepted him.

According to his former students, these interviews were designed to draw applicants out and make them think about their answers. It also gave the admiral an opportunity to judge their character and their ability to make snap decisions.

Rickover's life was consumed by the Navy, working 14-hour days, rarely socializing and having little time for his family. He was as hard on his co-workers as he was on himself. "I never start to like a man until I tell him off three or four times a day," he once said.

In 1984, the man who pushed the Navy into the nuclear age received the rare honor of becoming the living namesake of a U.S. war vessel, the attack submarine USS *Hyman G. Rickover* (SSN 709).

Rickover died July 8, 1986, leaving behind a legacy of well-trained officers and a wide-ranging, flexible Navy, enabling the United States to meet new and changing threats. □

Beers is a staff writer for All Hands.

Sub humor

A light-hearted look at a serious business

Thanks to Jeff Bacon and *The Best of Broadside*

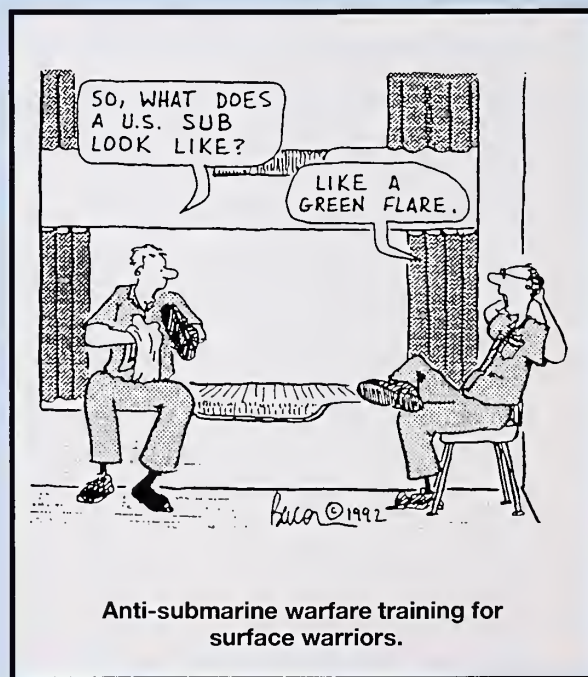
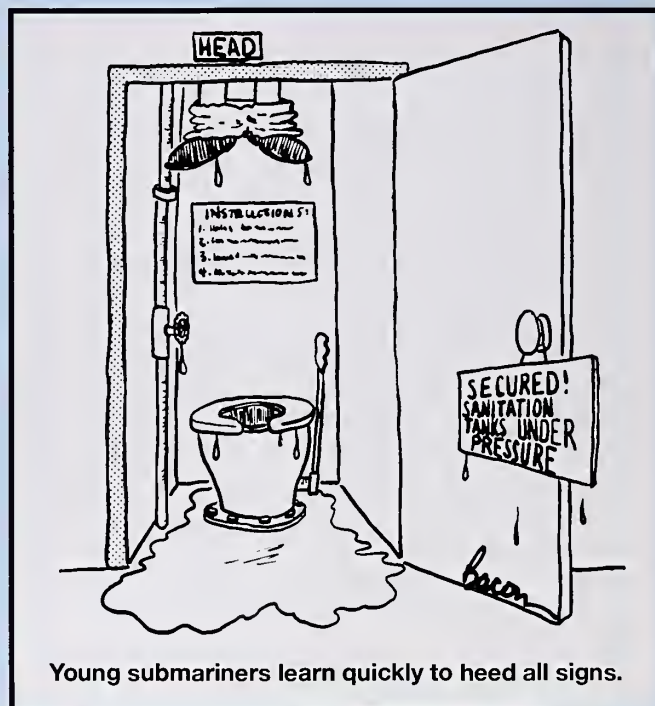
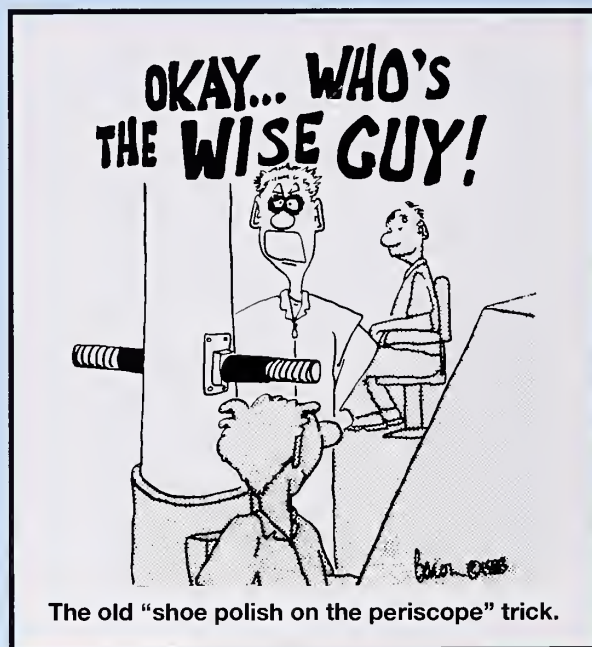




Photo by PHC Kathleen Janoski

Thrust of the *Spear*

*Pride and professionalism
keep sub tender's crew pointed forward*

Story by JO1 Chris Price

Glancing at his scheduling board covered with grease-pencil notations, Master Chief Machinery Repairman (SW) Artemio Cespedes begins a roll call of submarines supported by his tender, USS *L.Y. Spear* (AS 36) in the last month.

"*Flying Fish* [(SSN 63)], *Bergall* [(SSN 67)], *Finback* [(SSN 670)], *James K. Polk* [(SSBN 645)]," recites Cespedes. "The list goes on and on."

L.Y. Spear is the flagship of Commander, Submarine Squadron 6, but to the men of the submarine force who return to the tender's care for support and repair, pulling up to *Spear* is like coming home.

The tender is a floating city capable of servicing an entire squadron of nuclear submarines. It is equipped with a variety of repair shops, and staffed with more than 1,000 material and technical experts able to repair and

modify submarines in many ways, except for jobs that require the use of a shipyard facility. Being an afloat unit allows *Spear* to take this repair capability wherever it's needed.

Spear also provides logistic support. It stocks and issues food, supplies, repair parts and conventional weapons, such as torpedoes. Everything from electrical power and cable television services, to helping tie the sub tender to the pier, comes from the coordinated efforts of *Spear's* sailors.

Repairing submarines is never simple, said Hull Technician 1st Class (SW) Frank Bedenik, who works in *Spear's* metal shop. No two submarines are exactly

Above: USS *L.Y. Spear* (AS 36) provides tender services to two U.S. submarines (left of *Spear*) and two Norwegian submarines in Norway.



Photo by J01 Steve Orr

MR3 Timothy Lillis modifies a nylon sleeve in *Spear's* machine shop.

alike, so the tender has a library of diagrams on each one provided by Commander, Naval Sea Systems Command. These provide a guide for repairs or installations, such as fixtures fabricated in the metal shop.

"You just don't know what might be on the other side of that bulkhead," explained Bedenik. "And I don't send someone over to do work without knowing. If they cut into a live wire they could get electrocuted. I don't take any chances."

The metal shop can produce a variety of items, such as garbage cans, shelves and lockers, but because the components are made for submarines, they look different from similar items used on surface and shore units. Trash cans look like hat boxes; cabinets and shelves are built with gently curved edges. All large pieces must be designed to be dismantled for movement through tight submarine hatches.

"If it's too big, it's not getting down the hatch," Bedenik said. "If it's forced down, it could get a little crinkled in the process."

A work center unique to tenders is the foundry, which uses molten metal and molds to create replacement

parts for submarines or to create cable pieces used in weapons handling.

"We can't afford to make any mistakes with our work," said Chief Molder (SW) Tito Anunciado, the foundry's leading chief petty officer. "If a torpedo breaks off the wire and blows up, it could take us with it. We really sweat our work."

According to Anunciado, *Spear's* molders are also experts at producing sea water valves and intricate parts for pumps, motors, gears and doors. "Anything that can be cast in brass, bronze, steel, aluminum, iron or monel [copper and nickel alloy], we can make," he said. Anything even includes parts that are no longer available through normal supply routes.

On board the tender, training and drills occupy the crew. *Spear's* weapons handlers are provided with realistic training as they load and handle "shapes," — near-perfect replicas of missiles and torpedoes. An actual weapons movement requires handlers from both the tender and the submarine involved. Efficiency in loading weapons is a source of pride for LT William R. Holtz, *Spear's* weapons repair officer. "We can reload a submarine in one day," he remarked. "We've even loaded submarines from other countries."

Another group of *Spear* professionals put frequently to the test are the ship's divers. Waiting to install a cofferdam and temporary seal around a shaft, Boatswain's Mate 2nd Class (DV) Joseph Rehling explained the nature of his work.

"This isn't a routine job," he said. "This is an 'Oh my God' job. The planning for this repair, for example, took more than a week and a half, and the actual physical work has been going on for three days now. If we don't make this repair, the sub can't go to her maximum depth.

"It's going to work. . . . We've done this type of work before," he said confidently. "When you're a Navy diver, you know you can do it."

Rehling's confidence in himself and in the skill of his shipmates is shared by all the members of *Spear's* crew. Cespedes believes this confidence is reflected in the quality of service the tender provides to its customers, which was demonstrated in its deployment to the Persian Gulf during Operation *Desert Storm*.

For five months *Spear* provided services to nearly 50 U.S. and allied ships, ranging from small minesweepers to massive aircraft carriers. Each vessel discovered for itself what the submarine crews of Squadron 6 have always known to be true. When you're low on supplies or need repairs, the skilled men and women of *L. Y. Spear* are only a work request away. ■

Price is the public affairs officer on USS L. Y. Spear (AS 36).



Photo © Yogi, Inc.

DSRVs

The Navy's undersea rescuers

Story by PH2 August C. Sigur

The cylindrical craft maneuvered through the darkness, hovering 20 feet above the foreign terrain. Inside the cramped cockpit, the co pilot's eyes were fixed on the video monitor which rendered the desolate surroundings in stark black and white. The two operators sat in the small, confined area of the vessel called the control sphere. The remaining two crew members were poised in the mid- and aft-sphere awaiting the moment their skills would be needed.

The ocean bottom resembled the barren, desolate surface of the moon – dark, lifeless and eerie. Down in this tricky environment, time was extremely crucial for the Deep Submergence Rescue Vehicle (DSRV) to locate and to rescue an American fast attack submarine that experienced a flooding casualty and went down hard somewhere in the area.

Conditions were less than adequate for a visual search of the area. Millions of minute floating particles

obscured the vehicle's high resolution search video cameras and hindered the sonar search. The sub's distress pinger (BQN-13) was the only way to achieve long-range detection on the submarine.

The pilot reached across the brightly lit integrated control and display panel (ICAD) and switched to the computer-generated navigation display. The faint noise of the BQN-13 was heard in the pilot's and copilot's headsets coming from the DSRV's directional listening hydrophone.

The crew was close, but close could be anywhere from 100 to several thousand yards. The DSRV crew had to move quickly — time was running out for the disabled submarine's (DisSub) crew.

All coordinates were reverified by *Avalon's* (DSRV 2) copilot who insisted they were in the right search area. Sand whipped up behind the DSRV's large rotating prop, and *Avalon* came about entering the cloud left by her prop. The search camera relayed nothing but a dark cloud on the monitor. As the vehicle moved out of the disturbance, the camera's lens became clearer.

USS William H. Bates transports *Avalon* (DSRV 2) while on a training exercise.

The copilot's eyes fixed on the monitor, and confirmed, "There she is!" He pointed to the screen where the large black contour of the submarine was barely visible through the sand cloud. "We hold the DisSub in sight," the pilot reported on the underwater telephone back to the mother submarine (MoSub). We are attempting to mate." The MoSub, a specially modified *Sturgeon*-class nuclear-attack submarine had carried *Avalon* in a "piggyback" manner to the search area and it would serve as the staging platform for the rescue of the crew members of the disabled submarine.

The damaged steel hull sat slightly buried in the silt and was listing to port with the screw buried below the sand. The submarine's main sea water system pipe ruptured and all efforts to isolate the problem failed. A large portion of the main compartment quickly flooded and the sub sank within minutes. The crew of the DSRV quickly began the preparations to land on the escape hatch of the sub and begin the rescue.

"Prepare for soft seal," ordered the pilot. The DSRV assumed the proper angle, height and speed to mount onto the hull of the crippled sub. With small, careful adjustments to the vehicle's controls, the pilot carefully moved *Avalon* over the submarine and locked onto the escape hatch. The mating seal was accomplished.

After checking the sensors and assuring a correct position, the copilot began to dewater the mating skirt. This equalizes pressure in the skirt with two ballast tanks inside the DSRV to achieve a "hard seal." The water is then pumped into the tanks, and the computer display for water levels and a skirt camera monitor indicate the mate is complete.

Once the water was completely removed, the rescue vehicle's hatch was opened to access the submarine's hatch. Working swiftly, the DSRV crew removed the heavy steel-hatch fairing plates from the sub and signaled the awaiting crew by striking the steel hatch three times with a hammer.

Within minutes, the opening was complete and the men of the DisSub climbed out of their vessel and into *Avalon*. Only 24 crew members could enter *Avalon* this first trip, but the DSRV would return five more times to evacuate the remaining crew. Once loaded, *Avalon* detached and headed for the MoSub to transfer the weary crew, completing one segment of the rescue.

Although an actual rescue has never been necessary, the need for constant training is extremely crucial. In September 1992, *Avalon* was flown to Spain for exercise *Sorbet Royal '92*. This ambitious operation combined the submarines and sub rescue assets of the Spanish, Dutch, Italian, British and American navies.

It was the first exercise of its size combining submarine rescue capabilities. Operating out of the Spanish



Crew members from USS *Billfish* (SSN 676) prepare to enter port at Naval Station, Rota, Spain.

port of Malaga, the crew of *Avalon* and the MoSub USS *Billfish* (SSN 676), completed five dives between three bottomed diesel submarines with 100 percent success. Personnel from participating submarines were transferred between vessels and simulated the crews of distressed submarines.

"We rendezvoused with the Dutch submarine *Zwaardvis* [S 806] at about 400 feet," explained Sonar Technician (SS/DV) 1st Class Todd A. Litke. "Conditions weren't very favorable. Visibility was poor, the sub was listing 3 degrees, with a strong current. When we saw the submarine's lights, we were able to position ourselves over the hatch and accomplish the mate."

Litke likened it to, "flying blind with only sound to assist you." Litke, *Avalon*'s copilot during *Sorbet Royal '92* and a veteran of more than 30 DSRV training dives, describes the complexity of locating a 400 foot submarine in miles of open ocean. "When you are trying to locate a submarine underwater, sonar and instrument readings are helpful, but visual sighting is the only true method of confirming her position," Litke added.

The interior of the DSRV resembles a space shuttle with myriad electronic modules and seemingly equal amount of control buttons, lights and sensors. "It's just like what you would expect in the space shuttle," described Chief Interior Communications Electrician (SS) Brian C. Weisbarth about the complexity of the vehicle's control sphere.

Weisbarth, *Avalon*'s newest qualified pilot remembered the first time he encountered the control panels. "When I first saw it I was a little intimidated, but I soon familiarized myself and now I'm very comfortable with it."

"Every effort is made to maintain 'attention to detail' in deep submergence. Maintaining \$250 million under-sea vessels is complex to say the least," said LT Edwin L. Lancaster, *Mystic's* (DSRV 1) engineer. "These DSRVs are engineered and constructed with the same technology of NASA's *Apollo* space rockets. They must be held to the same strict compliance to ensure safe and effective operation at depths of 5,000 feet."

"The challenge comes when you take a small, but sophisticated crew of men and keep them motivated," explained LCDR Charles W. Baisey, *Avalon's* officer-in-charge. "Our objective is to increase the OpTempo [operations tempo] of the DSRV while keeping the reliability of such a sophisticated vehicle operating in this harsh environment at its peak level."

Submarine rescue is not a recent event. In 1851, William Bauer was the first sailor documented to make a free escape from a submarine after his crude iron craft sank. Bauer became trapped in his stricken vessel for more than five hours before he opened the hatch to escape.

Yet, the most successful submarine rescue occurred May 24, 1939, when USS *Squalus* (SS 192) sank in 234

feet of water. The McCann Submarine Rescue Chamber was dispatched to the site where it completed several dives on the downed submarine, rescuing 33 crewmen from the forward torpedo room of *Squalus*.

Although this daring rescue was a magnificent event, the capability of rescuing a downed submarine was not fully considered until tragedy occurred in 1963. In the early morning hours of April 10, 220 miles east of Boston, the nuclear-powered attack submarine USS *Thresher* (SSN 593) was making deep-diving tests after undergoing ballast tank repair at Electric Boat Co., Groton, Conn.

The submarine rescue ship USS *Skylark* (ASR 20) monitored all of *Thresher's* movements and kept her position in constant verification throughout the voyage. She contacted *Thresher* throughout the dive. But, at 9:17 a.m., *Thresher* notified *Skylark* she was experiencing "minor difficulties," and "was working to correct the problem."

Shortly after that transmission, *Skylark* heard sounds "like air rushing into an air tank" — then silence. *Thresher* was never to surface again; she sank in 8,400 feet of water.

Thresher's catastrophe served as the catalyst for launching an ambitious Navy program known as Submarine Rescue System. Within two weeks following *Thresher's* disaster, then-Secretary of the Navy Fred Korth, appointed a committee called the Deep Submergence Systems Review Group (DSSRG). The panel conducted a year-long study of submarine rescue and deep ocean recovery and made several recommendations.

The first of many recommendations was a five-year, \$400 million program to develop an effective submarine rescue and deep submergence system.

In 1970, the Navy took delivery of the first DSRV, named *Mystic*. It was, and remains today, the most complex and sophisticated DSRV in the world. *Mystic*, and later her sister ship *Avalon*, were put through rigorous sea trials until they were accepted by the Navy in 1977. The two DSRVs are currently assigned to Deep Submergence Unit homeported at Naval Air Station North Island in San Diego. When called upon, DSRVs can be transported to the rescue site by land, air or sea.

The DSRV rescue system is a very diverse and valuable asset to the submarines of the U.S. Navy. The DSRV team is ever vigilant in responding to unexpected submarine emergencies and to support key scientific exploration missions of one of the most vast and mysterious segments of the world — the big blue. □



Artist's rendition of the Navy's 1939 McCann Submarine Rescue Chamber which rescued the crew of USS *Squalus*. Eight men at a time could be removed from the boat.

U.S. Navy photo.

Sigur is assigned to Deep Submergence Rescue Unit, San Diego.

Training for new role

Story and photos by PH1(AW) Joseph Dorey

Known as the "Submarine Capitol of the World," Groton, Conn., has been home to Navy submariners since World War I. Virtually every American submariner has trained there at one time or another. This sleepy New England town continues a shipbuilding tradition started in colonial days at the Electric Boat Division of General Dynamics, a manufacturer of submarines since the turn of the century.

Nestled in the cliffs along the Thames River on Submarine Base New London, Conn., lies the Naval Submarine School, which first opened its doors in 1917. Students range from enlisted sailors, fresh out of boot camp, to submarine commanders. Almost 40,000 students are trained annually in more than 300 courses including Basic Enlisted Submarine School (BESS), most sailors' introduction to the submarine community.

"BESS is designed to teach students the basics of submarining," said Master Chief Machinist's Mate (SS) Harry F. Lindemberger, the school's military standards officer. "It gives them that small tool bag to go out and learn to be a submariner. They're not so shaky or afraid to go on a submarine after they leave here," Lindemberger said. "It's submariners teaching young men to be submariners."

The sub school also offers basic and advanced courses for submarine officers as well as training in submarine escape, damage control, piloting

and navigation and some rate-specific courses.

One of the school's newer facilities, Momsen Hall, houses the submarine escape trainer. The indoor-pool trainer, which opened in 1991, replaced the old water tower generations of submariners used to simulate an underwater escape ascent. The tower was in operation from 1929 until 1984 when it was deemed unsafe. Submariners always considered a ride up the tower an initiation into the sub community. However, the trainer had a tendency to hurt people who ascended improperly or too quickly.

"The Navy's new way of thinking was to come up with a trainer pool that was much shallower and wouldn't hurt individuals," said Senior Chief Boatswain's Mate (MDV) Richard Bettwa, an escape trainer instructor. "With the new facility,

we've eliminated practically all the hazards associated with the old tower. The students go through the same procedures that they would during a normal submarine escape. The only thing that they're not getting now is the actual ascent."

The instructors at the pool emphasize safety first. If students feel that they cannot go through the underwater escape procedure they can call a training time-out. They are not penalized and can continue their training.

For Seaman Richard Curtis, a BESS student, the escape trainer was one of the more exciting phases of the school. "It was kind of scary at first because we didn't know what to expect," Curtis said about his introduction to the escape trunk. "But it was interesting because it taught us that when a sub goes down, we can save our own lives."



Right: Submarine officer basic course students practice ship contact coordination in the piloting and navigation trainer. Opposite page: Basic enlisted submarine school students fight the elements inside a wet trainer at the damage control facility.





Top left: A basic submarine officer student watches for ship contacts on a scope in the submarine piloting and navigation trainer. Top: While in the submarine escape trainer, students wear Steinke hoods to breathe enroute to the surface. Left: A BSY-1 video trainer uses computer-generated images to enhance the realism of fire control training.

In another of the school's buildings, the ship control trainer allows students to experience a submarine's maneuverability. The mock-up simulates all the operations of a real sub, including tilting at 30-degree angles up, down and sideways.

"The trainers we have here are not 100 percent accurate, but they're very realistic," said Fire Control Technician 1st Class (SS) Joel Vodola, lead instructor at the ship control trainer. "This is equivalent to a *Tomcat* trainer for a pilot.

Essentially that's what we're doing — we fly. We just fly through a different medium."

Vodola explained that most of his students enjoy the roller coaster effects of the trainer, but what they are learning is dead serious.

"The guys who are holding the sticks which control the planes and surfaces of the boat are brand new — often less than a year in the Navy — and have no time on the 'pond,'" Vodola said. "And they're in charge of operating the submarine.

"That's a scary thought," he continued. "There's a diving officer sitting right behind them to supervise.



But they still have to know what to do. For those immediate actions which need to be done automatically, these kids have to have them down cold, because 150 lives depend on it."

The attrition rate for BESS students is about 5 percent. Prospective submariners are screened during boot camp for suitability and given psychological exams at the school to identify anyone who might be claustrophobic. Students are also required to have strong academic skills to handle the highly technical environment of a submarine.

"I tell the young sailor who starts Basic Enlisted Submarine School that his job is more demanding in some respects than that of an astronaut," said CAPT John S. Almon, the school's commanding officer. "Certainly a submarine is as complex as a space shuttle."

The demands of being a submariner are most apparent during an

essential phase of sub school — damage-control training. In a wet trainer designed to simulate a submarine engine room, students are given a chance to get their feet wet (along with the rest of them) learning to control flooding.

While instructors carefully observe a class of eight to 10 students from behind a large glass window, up to 1,200 gallons of water per minute are sent rushing into the compartment from various prearranged "leaks." The students must work together as a team, putting their classroom training to the test.

As one instructor put it, "We're teaching damage-control techniques, but we're also teaching the importance of communication and teamwork."

"It was fun, I'd like to do it again," said MM3 Mike Green as he stood soaking wet after exiting the trainer. "That's the first time I've seen something like that. Now I have an idea of what to look for and what to expect. I think I could actually fix a leak now."

The school's newest training system is the \$70 million tactical combat control BSY-1 trainer. The system combines target detection, classification, tracking, weapons control and weapons launch.

"It used to be that you had separate sonar and fire-control systems. They worked together, but they were treated as separate systems," explained Senior Chief Sonar Technician (SS) Guy Eyraud, BSY-1 division director. "With the BSY-1, they put the systems together and created a combat-control system."

With the BSY-1 trainer, submarine crews can simulate realistic combat situations without ever leaving port. "The systems work just like they do on a ship," Eyraud said. "We can do everything except tilt the deck. This training is very effective because you don't get killed here — and you don't hurt the submarine."

"A lot of times you don't have the time at sea to practice. And trying to find a target of opportunity that will do what you want it to do just doesn't happen very often at sea. You can track a merchant ship that's heading straight for New York City. But there isn't much challenge figuring out its speed and course. Plus you can't shoot torpedoes at it," said Eyraud.

As the tension from the Cold War eases, a change in emphasis for the submarine force's mission is also reflected at the sub school. "For the last 25 to 30 years our primary mission has been anti-submarine warfare," Almon said. "Now that our mission has changed to battle group support and strike warfare, the training has changed significantly. We've added additional training, both in the attack centers and in the classroom, to support the new mission."

As for the type of students who come through the school each year, Lindemberger addressed the issue of what it takes to be a submariner.

"Well, I know everybody says that we're the cream of the crop. You know how they like to stereotype us," joked Lindemberger. "But I like to think it takes a little different grit."

"When you become a submariner, you are isolated from the world. You're not only separating yourself from your family, you're separating yourself from something that you can orient to, like the sun and the stars," Lindemberger said.

"It takes a person who can accept those things and be able to handle being isolated in what we call the 'people tank' for long periods of time," he added. "So it takes a special grit to be a submariner. For the most part, everybody who goes through here has that grit." □

Dorey is a photojournalist for All Hands.

From under the sea



Top: USS *Salt Lake City* heads out to sea near her homeport of Vallejo, Calif. Right: Fire control technicians on board USS *Albany* monitor the BSY-1 fire control panels. Opposite page: USS *Atlanta* is launched at Newport News, Va., August 1980. Due to environmental hazards, balloons are no longer used for naval ceremonies.









Top: Submarine tender is surrounded by subs in Norfolk during the Christmas season. Left: Crewmen aboard USS *Portsmouth* have little space to call their own. Their racks are one of the few places where they can be alone. Opposite page: USS *Nevada* is tied up with her missile doors open prior to loadout in Bangor, Wash.



Photo © Yogi, Inc.



Photo by PH1 Joseph Dorey



Photo by PH1 Michael Flynn

Photo by PH1 Joseph Dorey

Clockwise from above: Crewmen on *USS Baton Rouge* must take special precautions while performing maintenance on the side of the boat. One of the newest ballistic-missile submarines, *USS Rhode Island* is shown here while under construction at Electric Boat Division of General Dynamics, Groton, Conn. The sonar room aboard attack submarine *USS Topeka* houses the eyes and ears of the ship. A *USS Groton* sailor waits to close the hatch as *Groton* sails down the Thames River in Groton, Conn.

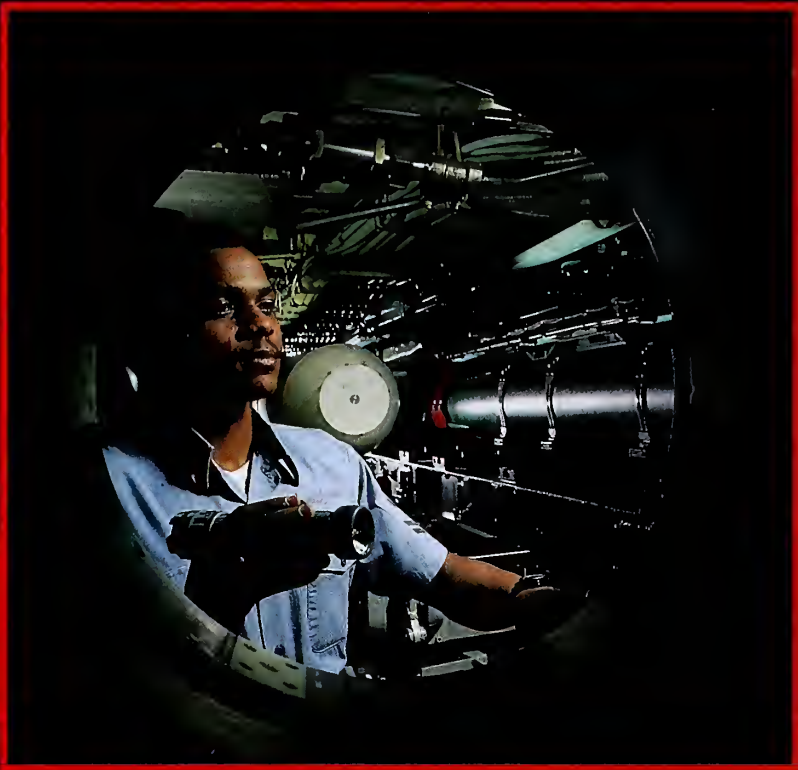


Photo by PHT Joseph Dorey



Top left: View from inside a torpedo tube on USS *Jacksonville*. Top right: Students train inside the control room trainer at Naval Submarine School, Groton, Conn. Above: The crew of USS *Pargo* prepares to tie up to the pier in Groton.



Photo by P/H Joseph Dorey



Photo by P/H Joseph Dorey



Top: Even in the clear water of the Caribbean Sea, the full impact of a submerged submarine is hard to capture. Left: A USS *Groton* sailor climbs down the hatch as final underway preparations are made.



Above: A SEAL team descends to USS *Woodrow Wilson* during a lock-out exercise off the coast of Puerto Rico. Above right: USS *Buffalo* rushes to the ocean's surface during an emergency blow exercise.



Photo: Yeagl, Inc.

Left: American attack submarines USS *Billfish* and USS *Sea Devil* rendezvous with the British submarine *Superb* during ICEX '87 at the North Pole. Below: A sailor from USS *Pargo* sets the colors on the sub's fantail after returning from deployment.



U.S. Navy photo



Photo by PHT Joseph Dorey

On the hunt



Story and photos by PH1(AW) Joseph Dorey

It's been said that anyone who would climb into a 360-foot steel tube, close the hatch and sail off into the depths of the ocean with 130 other souls for 60 days at a time, must be different at best and probably a little crazy. For the crew of an attack submarine, it's the camaraderie and the excitement of tracking enemy subs and surface ships which lures them to the world down under.

All sailors endure the hardships of sea — long hours, sometimes dangerous work and separation from fam-

ily. Submariners must also give up such amenities as fresh air, sunshine and privacy. But they wouldn't have it any other way.

At 1:30 a.m., several hours after steaming out of her home port of Groton, Conn., the fast attack submarine, USS Groton (SSN 694) prepares to dive. After all final checks are made, the Los Angeles-class submarine unceremoniously slips beneath the dark water of the Atlantic Ocean — let the hunt begin.

Groton is guided by the virtuosos of the sub fleet — sonar technicians

— the ears and eyes of the "boat." The routine of 18-hour days begins. Most of the crew works in a three-section duty of six-hour watches, with 12 hours left for training, eating and sleeping. Once submerged, it can seem like one long day.

"It really doesn't make a whole lot of difference whether it's day or night. When you're at sea, it just kind of all rolls together," said CDR Larry H. Davis, Groton's commanding officer. "There is no real day."

A submarine is divided into two parts, the engine room and every-



Crewmen on USS *Groton's* (SSN 694) bridge guide the submarine out of port.

mans the conn (periscope stand). A few feet forward sit the ship's drivers, the helmsman/fairwater planesman and stern planesman. It is not unusual to find some of the ship's more junior sailors sitting there since it is one of the first qualifying watch stations. It does not take long to be given responsibility on a submarine.

"The helmsman and planesman control the depth and angle of the ship," Davis said. "The diving officer supervises them, but the guy with the stick in his hand actually has control of the ship."

Becoming submarine qualified and attaining the coveted silver dolphins is the immediate goal of every enlisted man new to a submarine. Staying qualified and increasing their knowledge on new systems is ongoing for the senior submariners.

"Most guys take about a year to qualify in submarines. They must know all the ship's systems," said Master Chief Electronics Technician (SS) Eddie Barrett, chief of the boat. Barrett is the senior enlisted adviser to *Groton's* commanding officer.

"But that's just the start of your qualification process — getting your dolphins," Barrett said. "Beyond that there are lots of quals. The nuclear ratings strive to qualify for engineering watch supervisor. The guys up forward keep working on quals until they're up to chief of the watch and diving officer. So it's a pretty intensive qualification process."

"It's a significant accomplishment in everybody's career to get their dolphins," Davis said. "They've spent most of their non-watch hours working on them. So once they're qualified, it's a big relief. Now they feel like a full contributing member of the crew."

After two years of nuclear power school, ET3 Jeremy Maus, a new

Groton crewman, is anxious to get going with his submarine career.

"I'm really looking forward to starting my qualifications in the engine room," Maus said. "If you look at everyone else on the sub, you see dolphins, and I don't have them. I want to get my dolphins so I can say I'm a qualified member of *Groton*."

With room for only 28 people, the enlisted mess deck beomes crowded in a hurry at meal time. The crew does not get "surf and turf" every night, but they do eat well.

"That story about submariners getting steak and lobster all the time is a myth from way back," said Chief Mess Management Specialist (SS) Jack P. Swetland, *Groton's* chief cook. "We'll probably have lobster once during a deployment. We don't get anything different than the surface ships, but we cook smaller portions. We're not cooking for 1,000 or whatever, so the guys are able to put a little bit more into it."

"The meals are a big part of the crew's day," Swetland continued. "Whatever service we can give them, along with a good meal, will put those guys on watch a little bit happier. I think the morale on the whole ship starts with the cooks."

It is easy to lose track of the time of day on a submarine. Many submariners depend on what type of meal is being served to tell them, "If it's eggs, it must be breakfast, and if it's hamburgers, it must be Wednesday's lunch."

"Guys come up for lunch and dinner and may not know what time it is. We've been out for 30 or 40 days and they'll ask the cooks, 'Hey, what time is it?'" Swetland said. "The cooks always know what time it is."

A recent convert to the world down under from the "skimmer" Navy of surface ships, MS1 David M. Bruce was looking for a change. Bruce had been on USS *Blue Ridge* (LCC 19) with a 1,300-man crew. After only a few months aboard

thing else. The nuclear reactor and adjoining engineering spaces take up the entire aft portion of the ship. But most of the action occurs amidships in the control room.

The professional atmosphere of an attack submarine starts in the control room. It is the central nervous system of the ship. An incomprehensible myriad of scopes, gauges and dials monitor almost every system aboard. This is where navigation and warfare decisions are made.

At the center of this 30-by-30-foot room, the officer of the deck (OOD)

Right: QM3(SS) Daymon Minor checks the sunrise/sunset time chart in the control room. Below: With room to seat only 28 crewmen at a time, Groton's mess deck gets crowded in a hurry.

Groton, Bruce said he already feels at home.

"I really like the crew here," he said. "We get along real well and you know everybody. Whereas on a surface ship there's some people you see in line that you don't have any idea who they are."

That's not to say there haven't been any adjustments for Bruce. "It took me three days to fall asleep because the rack space on a submarine is a lot smaller than a surface ship," he said. "You can't turn around or sit up in your rack."

Food storage is also smaller Bruce said, remembering the walk-in refrigerators and freezers on *Blue Ridge*. "Here everything tends to get piled up," he said. "Stowage space is at a premium. Every little nook and cranny is filled."

One of the biggest differences Bruce noticed about the submarine community is the close relationship shared not only socially among the crew, but also when there is work to be done. He said it is not unusual to see senior enlisted personnel helping with working parties.

"As far as cleaning, you'll see a lot of first class' and chiefs really getting down and scrubbing decks. And when there's stores to be loaded, everyone chips in."

The ability to stay submerged is a big advantage for submarines. But like the strength of an army, her crew must also travel on its stomach.

"Usually the limiting factor for a submarine staying at sea is food," Davis said. "We make our own oxygen, we make our own water, the nuclear reactor fuel lasts in excess of 10 years, so the only thing that limits us is food. We load the ship out for 90 days. If we had to stretch that longer we could."



After dinner, a junior crewman heads down to his berthing area for some rest. After removing his "poopie suit," or coveralls, he climbs into a rack a crew mate has just left. They are "hot racking," a practice where two bunks are shared by three people. One person will always be on watch leaving the two bunks full.

"Everybody winds up hot racking at least once in their career," said Quartermaster 1st Class (SS) Joe Collins. "It's either that or sleeping with a torpedo. Some boats put cots in the torpedo room. It's not bad. It's just a little strange sharing your bunk with somebody."

Trying to stay in shape is never easy on a ship. Groton usually carries exercise equipment such as a stationary bike, a stair stepper and a rowing machine.

"You use what room you have," said ET2(SS) John Matusa, Groton's command fitness coordinator.

"We have a lot of people who are fitness oriented and we'll find a way to work out," Matusa said. "We've used tool boxes for bench pressing. In between hatches you can lift yourself up and down doing dips. That's the kind of improvisation you can use."

The ship carries plenty of videos, has a small library and playing cards



Left: MS1 David Bruce has to walk on food in the store room to reach other supplies. The crew will eventually eat their way through the stores allowing Bruce easier access. Above: Crewmen use the deck between torpedoes to get their daily exercise.

and other games are available at the ship's only area large enough to handle a "crowd" — the enlisted mess deck. "The mess is the social center of the boat," Collins said. "This is where you come to watch movies, talk, play cards or write letters. Training lectures are held here too. This is the only place you can do it, so it's where you spend a lot of your time off."

That is if you have any time off. "As a non-qual you don't get much recreation," Collins added. "They work their tail-ends off just trying to get qualified. Those already qualified have it a little bit easier, but with the amount of work, even they don't have much time."

The 1MC warns the crew to "stand by for angles and dangles." A slight smirk appears on the faces in the control room. The crew will

enjoy this. It reminds them of where they are. As Groton abruptly begins diving and turning at 30-degree angles, no one has to be reminded to hold on.

"We exercise the ship in large angles for two reasons," Davis said. "One is to check stowage and ensure everything is strapped down and stowed properly. The other reason is practice."

"We never know when we're going to have to change depth abruptly to get out of the way of another ship or a weapon that's incoming."

With the fall of the Soviet Union, the mission of attack submarines has shifted to reflect the New World Order. They are expanding from their customary role as hunters.

"Our primary assignment right now is as a member of USS Amer-

ica's [CV 66] battle group," said Davis. "During deployment with the battle group we can conduct indications and warnings in advance of their movement, and we can conduct strike warfare in conjunction with them."

"We can also do special warfare ops if need be," Davis continued. "We can deliver SEALs or pick them up from the beach, in addition to the traditional roles of submarines, which is anti-surface and anti-submarine warfare."

The crew on a sub is both dependent and independent. They must depend on one another for survival within the harsh undersea world.

The safety of the ship is only as good as the qualifications of the crew. "Every time a crew member signs his signature on a guy's qual



card, he's saying 'I trust you with my life,'" Barrett said.

"The whole purpose of qualifications is so that every man on board knows where to go and what to do in case of a casualty," added Collins. "Let's face it, there is a lot of water out there. The least little crack in the hull and we could be peeled open just as easily as a can."

The independence to be virtually shut off from the outside world is a necessary element to living down under.

"Unlike other communities where mail and phones are readily available, once we go to sea and submerge, everybody's cut off from their families and friends," Davis said. "So you have to feel fairly secure to be able to do that."

Submariners do receive familygrams, which help them stay in touch with what's going on back home. Each family can send up to eight of these 50-word messages during regular deployments.

It is not surprising that submarine crews become extended families. The camaraderie becomes as essen-

tial to the ship's mission as the ability to glide silently through the ocean.

"You'll find most of the crew easy going and laid back," explained Collins. "You'll find a lot of guys on submarines kind of pick on each other a lot, tease each other. But they have a tendency not to let small things bother them either. They're real relaxed."

"I've been on boats that had been underwater for 60 days," he continued. "When you live with 120 guys for that long a period, you have to let the small things go by."

And what if you do need some time to yourself? "Your rack, that's about the only place you can be alone," said Collins. "Or maybe the laundry. It's great to go into the laundry, shut the door and nobody bothers you."

When asked what type of person should go into submarines, Collins remembered back 15 years to when he switched over to subs after three years in the surface Navy.

"When I initially went from surface to submarines, one of the things I had to do was see a submarine-qualified psychologist. At the end of the interview I remember him saying, 'Yeah, you're crazy enough to go on submarines.' So I guess you could say it takes a certain temperament."

Storm clouds begin to gather on the surface above Groton. At 400 feet down, the crew is oblivious as they go about their day/night routine. Although the Cold War has ended, the role of submarines has not. Groton and many boats like her continue to patrol their 70 percent of the world — the oceans. Ever vigilant, they press on with the hunt. □

Dorey is a photojournalist for All Hands



Top: CDR Larry Davis, Groton's commanding officer, (standing in back) supervises sub diving in the control room during an "angles and dangles" drill. Right: Groton heads out to sea as she begins her patrol and the hunt.



Deep, dark secrets

Life on board an SSBN

Story and photos by JO2 Jonathan Annis

Even with a rounded hull, the fleet ballistic missile submarine USS *Nevada* (SSBN 733) hardly swayed on the surface. Movement ended altogether as she began her descent into the dark, cold depths of the Pacific Ocean — her home for up to 75 days.

As she leveled off just below 200 feet, she might as well have been a space ship. The interior resembled a rocket out of a science fiction movie. Buttons, lights, dials, switches, levers, handles, meters and gauges were crammed into every available space. Everything and everyone was sealed off from the outside world.

"Most people would think we'd go nuts, but I think it's just like being in an office building," said Electronics Technician 2nd Class (SS) Scott Rieger, "except that every once in a while the building moves."

Ohio-class submarines can maneuver radically when called for, but wouldn't during this one-day sea trial in Dabob Bay in the Hood Canal off Bangor, Wash. With

***Nevada* crew members ready her to depart Bangor, Wash., to begin deployment.**

skilled hands controlling the rudder and huge horizontal planes, *Nevada* remained rock-solid steady.

On every Navy ship sailors rely on each other to get the job done. On board a submarine it's more important with hundreds of feet of water above your head as well as under your feet.

The steady hands controlling the sub help Rieger do his job better. He uses inertial and satellite indicators to pinpoint the ship's position almost anywhere in the world. This enables him to accurately plot the possible paths of the 24 ballistic missiles that can be carried on board.

The missile tubes are grim reminders that the crew is on the cutting edge of diplomacy. Each ballistic-missile submarine can carry as much firepower as that used in both world wars. "The Russians are still out there," Rieger said. "Even though they're not as active as they were, they're extremely unstable."

The spaces between the missile tubes become much-appreciated berthing areas. The space is used so that, unlike aboard many other submarines, no one will have



to "hot rack" — share their bunk with someone from a different shift.

"Some people handle submarine duty better than others," Rieger said. "I draw the curtain to my rack and I'm in my own personal world."

Lack of privacy and hot-racking may be necessary evils, but life on board a submarine is improving. Before the break-up of the Soviet Union, port calls were next to nonexistent, however, according to Rieger, that's beginning to change.

"We're trying to get a port call with each run now," Rieger said. Usually stopping in Hawaii, the visits are bright spots in what is otherwise a clockwork, 75-day cruise/180-day cycle.

Even during the Persian Gulf War, SSBN rotation wasn't affected. By the time *Desert Storm* was over, few of *Nevada's* crew knew it had begun — and only then by reading brief receive-only messages carrying wire-service news, their only news link to the outside world.

"There are always so many questions [about world events] and no answers," Rieger said. "You still have a job to do, so you do it, and all the worries are set aside."

Quartermaster 2nd Class (SS) Mark A. Taylor agrees. "For me this is the easiest job and the hardest — easy on the back and hard on the brain. It's best to stay busy. The less you think about what you miss, the better."

Since there's no sun to go by and not enough people to stand four watch sections, days last 18 hours. The average SSBN sailor spends six hours on watch, another six sleeping and an additional six hours working, getting

Left: MS2(SS) Dwayne Cambric prepares bread for the noon meal. Conscientious meal planning and storage aid him in making *Nevada* "a good feeder." Above: Torpedo tubes are just part of the home furnishings for TM2(SS) Randy "Crudge" Crudginton.

qualified for various watch stations and equipment or otherwise staying occupied.

Although there's much work to keep them occupied, quality of life remains a major concern in the lives of crew members, Taylor said. Things like the movies they bring to watch in the combined enlisted mess; the treadmills, exercycle, rowing machine and punching bag; a smoke break in the aft machinery room; or just a good meal in the galley take on added importance.

According to Taylor, "[the cooks] do damn good with what they've got." At the half-way point of a cruise, and on holidays, the submariners are traditionally served a special meal. Menus include shrimp, scallops, prime rib, turkey, ham and all the trimmings, although most fruits and vegetables come from cans.

Separated into frozen, chilled and dry provision storerooms, an SSBN carries 90 days of square meals. "We carry more than a ton of food," said Mess Management Specialist 2nd Class (SS) Dwayne Cambric.

The cooks can become the most respected, or least liked, crew members in a hurry. "About 90 percent of the crew enjoy the food. If a meal isn't popular, you're going to find out about it right away," said Cambric.

Between meals, with personal storage limited, a candy stash can be a sailor's personal treasure chest, said



keep it hidden on board for their spouse, and on special days the husband will get a letter, small gift or something memorable. Taylor said these distractions from the routine help make the time fly by.

Unlike many on board, Taylor, with his quartermaster rating, could go to another type of vessel, but chooses not to. "I wouldn't do anything else permanently, but I'd like to do surface for two months and see what it's like." Keeping everyone content with this duty is the domain of the chief of the boat (COB), who advises the captain and has long been considered to fill one of the most important enlisted positions in the Navy.

"Our families are smaller here, according to division," said *Nevada's* COB, Master Chief Machinist Mate (SS) Dewayne Christensen. "You learn to adjust, get along or stay away from each other. We're too educated, too high-tech to fool around. We catch little things long before they become problems.

"I can walk about the ship and see someone and know who they are — their status, their likes and dislikes, their wife's name and even some of their kids — and I'm not the only one," said Christensen.

Torpedoman 2nd Class (SS) Randy Crudginton. "You can't really eat on watch, but everybody brings their own munchies. Since there are zero days off at sea, it's a way of rewarding yourself for a job well done."

Favorite snacks serve almost like currency when underway, Crudginton said. "Some guys like gum, some like crackers and cheese, some like blow-pops, some like flavored tea. When you get to sea and you crave a candy bar, and there's no convenience store for a thousand miles — you can get just about anything for the right candy bar."

Coffee, as always, runs *Nevada*, as evidenced by the coffee machine located in the navigation center. The chief of the boat (COB) is rarely seen without his custom mug and the captain brings aboard his own brand of coffee.

If coffee runs the ship, "family-grams" boost her morale. Each sailor can get a maximum of eight 50-word receive-only messages per patrol from wives or family members. This is usually the only mail they receive. The lack of easy communication sometimes puts a lot of stress in a marriage.

Most submariners agree that marriage is tough. Those marriages that do survive often do so through "cruise boxes."

Wives often pack and date boxes of small items that mean a lot to their husbands. They ask a shipmate to

Even while underway, MT2(SS) Walter F. "Beave" Summer III can jog a few miles on one of *Nevada's* treadmills.





ET3 Lance Thomas is so new he doesn't yet have a nickname. Thomas usually spends two hours after each watch studying in the ship's study to be watch qualified.

Christensen emphasized the amount of cross-training each submariner receives since the submarine is such a small community. Overall, cross-training enables a submariner to be able to walk away from his job and continue to have the submarine run smoothly because someone has been cross-trained to fill the position.

Training is not the only mission for a COB. Another responsibility is recommending disciplinary action, although these recommendations don't happen very often, according to Christensen. When a crewman is in trouble, it's known throughout the ship, and when a sailor goes to mast, 'somebody failed,' he said.

Being part of a tight-knit group is what being a submarine sailor is all about, and it all starts upon reporting aboard. Each sailor, usually a petty officer, arrives with several months or more than a year of training. He is then assigned a sponsor or "sea daddy." The sea daddy is there to answer questions and lead the new sailor through the check-in process.

From there, the NUB, a submarine acronym for "non-usable body," goes through the indoctrination division and begins qualifying for watches. After studying and working for the next several months, the

submariner is questioned about what he's learned and collects signatures — each worth a certain number of points to stay ahead of the "dinq" (delinquent in qualification) list. A training officer reviews his book at the end of each week and the sponsor pushes him along.

During this time, it's important the NUB feel a part of the crew's camaraderie. "The first thing we do is assign them a creative nickname," said Missile Technician 2nd Class (SS) Walter F. "The Beave" Summer III. "It helps to identify with yourself and breaks up the monotony, especially in the weapons department. The rest of the boat follows along."

For example, MT1(SS) Christopher "Ninja-Buddha" Love is a martial arts expert who takes out his frustrations on the punching bag, but presents a calm demeanor.

Standing watch on the missile fire control board can understandably cause a great deal of anxiety if it's all that occupies your mind, said MTC(SS) Dale "Clark Kent" Borel.

"We rehearse this so many times, you really try not to think about the job you're doing," Borel said. "We can be joking one minute and the next it can be totally silent."

As the deployment draws to a close, the crew begins "tube days." When 24 days are left, a sign is shifted from missile tube to missile tube until the submarine surfaces and pulls into port. Crew members will clutch their loved ones and friends, catch up on news and live a normal life — until once again it's time to plot a course for the dark, cold depths of the ocean. □

Annis is assigned to NIRA Det. 5, San Diego. JO2(SW) Jim Conner contributed to this piece.

Chief of the Boat, MMCM(SS) Dwayne Christensen keeps a watchful eye on line-handling operations as Nevada heads for the sea.



Chief of the boat

Story by PH1(AW) Joseph Dorey

He roams his domain with a coffee cup in one hand and a clipboard in the other. He is looked upon as the "answer man." Usually the most senior enlisted sailor aboard, his experience is relied upon to run the daily operations of

the ship. To a submarine crew, he is known as "COB." He is the chief of the boat.

"The COB is like a father figure for the majority of the crew. He has the most experience of any enlisted man on the crew and as much or more

experience in the submarine force as the commanding officer," said CDR Larry H. Davis, commanding officer of attack submarine USS *Groton* (SSN 694). "The chief of the boat is the principal assistant to me on anything that has to do with the enlisted crew. He keeps the executive officer and me informed on what's going on with the crew every-day."

As the senior enlisted crewman on a submarine, the COB's role is multifaceted. He is part command master chief, part master-at-arms, part executive assistant and the ultimate "sea daddy."

The COB writes all watch bills and assigns berthing on the sub. He oversees the training and qualification of the crew. He holds inspections and monitors watch standers. "The COB's job is to run the daily routine of the sub," said Master Chief Electronics Technician (SS) Eddie R. Barrett, *Groton's* COB. "He runs the ship and allows the CO to train the officers who are 'fighting' and navigating the ship."

As COB on USS *Grayling* (SSN 646), Senior Chief Machinist's Mate (SS) Robert F. Sandstrom sees part of his role as that of a counselor and teacher.

"A lot of the stuff I do is what some guy's mom probably did for him a year and a half ago," Sandstrom said. "I make them wear the right kind of clothes, make them keep their racks squared away and their gear stowed. I establish the standards and enforce them."

"I'm sure there's a lot of adjectives the crew uses to describe me."

ETCM(SS) Eddie Barrett, *Groton's* chief of the boat, keeps a careful watch on the depth gauges in the control room during a dive. Barrett normally stands watch as diving officer when the sub goes to battle conditions.

Photo by PH1(AW) Joseph Dorey





Photo by Joe Bartlett

Grayling COB MMCS(SS) Robert Sandstrom uses the mess deck to get feedback from crew members with HMC(SS) Charles S. Miller during ICEx 92.

There's no doubt that they think I'm the biggest horse's rear end that ever walked the face of the earth a lot of times.

"But other times they'll come to me with a problem that they don't know how they're ever going to solve," Sandstrom continued. "And either I've seen it before or I know the right person to send them to."

After duty on six submarines as an auxiliaryman, Sandstrom considers being the COB "challenging every day.

"I find it's much easier to fix a pump than to fix an attitude," he said. "Not only do I have to do the things the command wants, but I have to take care of the people."

Grayling crewman, MM1(SS) Steve Avery believes Sandstrom tries hard to meet the needs of the crew. "The COB catches a lot of hell, but that's the position he's in," Avery said. "I wouldn't want the headaches of that job. He's got to deal with the hierarchy plus keep the rest of the crew happy. It takes a strong-willed person to handle that job."

"He's the type of person you can talk to if you need to," said MM2(SS) Donny Donovan about Sandstrom. "This is his boat, and he's got to make sure everyone does their job. I couldn't handle being here as much as he is and dealing with some of the

people he has to — he's a better man than I'll ever be."

A close working relationship usually develops between the COB and the commanding officer according to Sandstrom.

"If the captain wants something done, I tell him what I think," he said. "I believe he listens to me. He may not go the way I recommend, but I believe he takes what I say into consideration. That's a special trust I've gained with him."

Trust is also important in another of the COB's roles. On most submarines, the COB is a qualified diving officer. Unlike a command master chief, he is active in the actual driving of the ship. The diving officer supervises the helmsman and planesman as well as chief of the watch.

For former attack submarine commander, CAPT Charles J. Beers Jr., only one person was going to stand the diving officer watch during battle stations on his sub.

"I trusted the COB more than anybody else to do the best job as diving officer for critical depth keeping and course," Beers said. "That way I could concentrate on shooting torpedoes and not have to watch the diving party. On a submarine, one or two feet can be very critical."

To MMCM(SS) Harry F. Lindenberg, military standards officer at

Naval Submarine School, Groton, Conn., serving as COB was a mixture of highs and lows.

"It was probably the best job I ever hated," said Lindenberg, recalling his time as COB on ballistic missile submarine USS *Ulysses S. Grant* (SSBN 631). "Sometimes it was very, very frustrating because of the high standards I set and trying to get 150 men to meet those standards. But on the other hand, the COB was probably the most rewarding job I ever had. I had direct contact with everyone — not only the enlisted community — but you are leaned upon by the junior officers and department heads as well."

Lindenberg said being a COB allowed him to become more personally involved with his crew. "I would go down to the berthing spaces and talk to the guys in their racks or sit with them in the mess and say, 'I understand you have a problem. Why don't you come see me and we'll talk about it.'

"You're more emotionally involved with your crew because it's so small and you're so isolated from the world when you're submerged," Lindenberg said.

Barrett agrees that a COB is close to his crew and their families, saying he knows all the crew's wives' and childrens' names, and most of the problems they have. "I could tell you the financial situation of almost every crew member on this ship," he said, "and I could probably drive you to most of their homes."

But among the many duties of the COB, molding the crew into a cohesive unit has been the most rewarding Barrett said. "The COB is the best job I ever had because I can see my results on a daily basis."

Joe Bartlett contributed to this story. Dorey and Bartlett are assigned to All Hands.



On top of the world

Story and photos by Joe Bartlett

No other sound is heard but the wind's hiss across the frozen wasteland. Suddenly the glacial landscape bulges upward with a deafening "thud." What was once a flat, featureless plain begins to swell, higher and higher, until the ice releases its frosty grip and allows the monolith to protrude — a small black symbol of lower Earth's inhabitants dwarfed by an endless sea of white. . . .

Aboard USS *Grayling* (SSN 646), lookouts push blocks of ice from the sail to get a better look at their surroundings. *Grayling*, homeported in Charleston, S.C., has spanned the globe to arrive in the world's most hostile environment — the polar ice cap.

The nuclear submarine provides a unique research platform in the world's most complex and most poorly understood region.

"In some respects we're laying the groundwork for the future," said CDR Robert P. Dunn, *Grayling's* commanding officer. "A better understanding of what's happening up here occurs every time we send someone up."

But scientific research is only one aspect of *Ice Exercise '92* (ICEX '92). Submarines get a rare chance to practice beneath a "roof" — making some a little uneasy.

"You get a little worried under the ice because you can't just jump to the surface in an emergency. You have that ice pack above you," said Machinist's Mate 2nd Class (SS) Donny Donovan.

The Arctic poses real challenges to sonar technicians — the eyes and ears of the submarine. Spring warming turns the normally quiet Arctic waters into a melee of sound as melting sheets of ice break off and collide to create ridges of ice mountains atop the pack. To a sonar technician trying to track an adversary, it's like trying to find a silent kernel in a sea of rice krispies.

"If there ever is a wartime situation, we need to have the best capabilities," said Sonar Technician (Submarine) (SS) 2nd Class Mark Freitag. "We need a better understanding of Arctic conditions. There's a lot of unknowns here."

Breaking through the ice is not an easy evolution. You don't just point the bow toward the surface and step on the gas to crash through. Great care must be taken to inflict the



maximum amount of force to the ice without damaging a multimillion dollar taxpayer investment.

The *Sturgeon*-class attack submarine is equipped with a reinforced sail, rotatable fair-water planes and a strengthened rudder. Special sonar helps guide the boat through the craggy underbelly of the pack — a chaotic mountain range turned on its back. A camera mounted on the sail provides a unique "window" for *Grayling's* control-room personnel, and a small outboard motor which rotates 360 degrees helps position the boat during her ascent.

Personnel from the Applied Physics Laboratory Ice Station provide the target — a circled "X" swept off to allow the sun's rays to illuminate the way. The target brightens *Grayling's* control room through the monitor mounted near the periscope. As the diving officer guides his planesmen to keep the boat level and rate of ascent constant, the officer of the deck aims for the target, inching the sub into position with the outboard.

At 140 feet down, *Grayling's* rate of ascent is moved to 30-feet-per-minute. As the boat nears the pack, the diving officer blows ballast to edge the bow up four degrees — saving the boat's screw and rudder from damage during surfacing. Tension mounts as the depth is called

***Grayling* crewmen take a rare breath of fresh air after surfacing through the Arctic ice pack.**

out in one-foot increments. The "X" fills the monitor's screen and becomes a mere slash of bright white. Suddenly, *Grayling* lurches as her sail smashes into the ice. Upward progress abruptly stops, and more air slowly lifts the sail through.

Lookouts scurry up to the sail's lofty perch, welcomed by a horizon of white and wind chills of 100-below zero. While there are no tourist traps at the top of the world, any chance for a submariner to breathe outside air — no matter how cold — is a welcome opportunity.

The Cold War's defrosting hasn't slowed submariners' study of the Arctic as they continue to hone their skills for "warfare in the tunnel."

"We still practice what needs to be done," Dunn said. "Today an enemy can develop in a couple of weeks."

If that enemy develops, the Navy's submarine force is prepared — in warm water, deep water and the vast frontier of the Arctic.

The monolith descends slowly, disappearing into the cold depths. Blocks of displaced ice fall into their former positions in the endless plain. The wind continues its hiss. All evidence of man is erased. ■

Bartlett is assigned to All Hands.



Photo © Yogi, Inc.

Every time you go away

Coping with silent separation

Story by JO1 Steve Orr

No one — no one — has done more to prevent conflict, no one has made a greater sacrifice for the cause of peace than you, America's proud missile submarine family.

And if you, our sailors, especially our submariners, are often so alone in your great work, you are never, never alone in your great sacrifice — the sacrifice you share with your families, with your parents, with your wives and with your children [while] waiting silently at the pier for all those long, lonely months. . . . We owe a debt of gratitude to our sailors and to their families. — Gen. Colin L. Powell, Chairman of the Joint Chiefs of Staff at the ceremony for the 3000th SSBN patrol.

Time underway is a fact of life in the Navy. Whether surface, sub-surface or aviation, Navy families are separated for days, weeks or months, and spouses are left behind to cope. Many do well; others do not.

According to Kathleen O'Beirne, deputy director of the Family Service Center (FSC) at Naval Submarine Base New London. Groton, Conn., submarine deployment problems are magnified because of the very nature of the silent service. O'Beirne should know; she is the wife of a recently retired submarine captain.

Communication between families and a sub's crew is more restrictive than in the surface fleet, O'Beirne said. "Depending on the nature of the sub's mission, the crew may or may not get any mail. Often, there is

only one way communication. You may get to send the family-gram and that's it."

"A good family-gram is an art form," continued O'Beirne. "You have to be able to condense significant material to your husband into a message the whole fleet may see. In that 50-word communication, a wife somehow transmits the message and conveys that she and the family are OK — emotionally, physically and socially."

The importance of a family-gram to a deployed submariner cannot be over emphasized, said Barbara Ross, an FSC deployment specialist at New London. Ross is another subject-matter expert. Her husband, a chief, has been a submariner for 15 years.

Long, silent separation is a way of life for submariners and their families.

"My husband says those who receive the family-grams often pour over them, trying to determine what's being said, trying to find meaning between the lines," Ross said. "One chief admitted he received a family-gram that seemed to have one word missing. He wondered for the rest of the cruise whether something was wrong."

The one-way nature of family-grams seems to intensify an already long deployment, O'Beirne said. Within a family, there are always decisions to be made and additional responsibilities to be shouldered, but there's no way to share the burden.

Because the frequency of sub missions can cause emotional distress for those left behind, especially children, some families have discovered their own creative ways of dealing with short-term separation.

"Some of these subs only come in for a weekend at a time," said O'Beirne. "There are spouses here who meet their husband in a motel. They don't even let their kids know that dad is coming home."

"The frequent separation is so emotionally rough on the children that the parents make that decision. I may not agree that it's the right decision, but I can certainly understand why they do it."

According to O'Beirne dealing with a child's distress at long-term separation requires a delicate approach.

"Fathers are encouraged to spend quality time with their children, explaining clearly, on the child's level, the importance of why he has to leave, and reassuring the child that dad will return," she said.

"If you aren't clear with children," O'Beirne stressed, "little kids can drum up some remarkable reasons why dad left, particularly if they have been privy to the standard



Photo by PH1(AW) Joseph Dorey

fight that parents seem to have before deployment. Things like that, seen through a kid's eye, can get interpreted badly."

As homecoming day draws closer, anxieties and expectations about the impending reunion run high. O'Beirne and Ross agree the homecoming is perhaps the most important aspect of a Navy separation.

"We know from our counseling statistics the homecoming is really the most difficult emotional adjustment for all members of the family, maybe even more so than the initial separation," O'Beirne revealed. "Because the myth is so strong that, 'I'm not going to have trouble with the reunion, it will be wonderful,' people rarely admit they had some difficulty with it."

"As a result, a lot of families feel terribly guilty when their homecoming doesn't play out like a Hollywood honeymoon," said O'Beirne. "The problem can escalate until they need counseling."

"We often hear a lot of negativism about deployment," said Ross. "I do it myself when my husband is deployed — I don't like it much when he's gone — and I find myself dwelling on the negative. But, there

are some positive points unique to a military community.

"As wives, we can use this period to pursue new opportunities, learn new things and try new experiences. We couldn't do that if we weren't in this kind of environment."

Ross said that with the proper commitment and reflection, separation can make a marriage stronger.

"As far as the marriage goes, a separation is unique," she explained. "There's no other place where a couple can examine the changes that are taking place in their relationship, and then merge them together after homecoming to really examine what their marriage is all about."

"Many people go through marriage in a very status quo-type of way," Ross concluded. "For people who go through deployment, there are continuous opportunities to re-examine strengths and weaknesses and to grow together. There are not too many places where you can make that determination."

Orr is assigned to NIRA Det. 4, Norfolk. JO3 Chris Alves, assigned to the public affairs office, Commander, Submarine Group 2, contributed to this story.

Saying goodbye

A child's point of view

Story by Dana Toal

I live here in Groton and, like many of my friends, my dad rides submarines for a living. He also has to go away from me and the rest of my family a lot, just like some of the other dads around here. I miss him a lot when he is gone. He goes away a lot — sometimes for as much as six months.

It's hard to say goodbye. You cry and it hurts inside. He writes me from a lot of different places and when my dad calls me from somewhere far away, it makes me smile and feel better inside. My dad says even though I can't go with him, he takes me, my little brother and my mommy with him in a special way — he always takes us with him in his heart. A lot of times I would give anything just to hug him or give him a kiss.

My dad took me to his boat to talk to some of the other dads so I could see how they felt when they were away from their families. Here is what some of them said to me:

(a) Paul Menke has been in the Navy for 25 years. He is the engineer supervisor. He has a wife named Sue and two daughters that are married. He misses good barbecued hamburgers and Star Trek! He also misses sunshine and fresh air. I asked him why he joined the Navy. He said, "It was a challenge." His wife lives in another state so even when the boat comes home, he still can't hug her. He can only call her.

(b) LT Tim Walker has been in the Navy for five years and is the communication officer. He misses fresh juice and Notre Dame football. I asked him why he joined the Navy. He said it is a challenge to him. He



Photo by Julie Iwim

likes his job and the men he works with. He even gets to drive the boat at times.

(c) Nathan Fields has been in the Navy for four years and he is a machinist's mate. He has a wife named Tammy. He worries about her while he is gone. He wonders if things go wrong for her while he is gone. He says not knowing how she is or not being able to talk to her when he wants to is real frustrating. He also misses her shrimp salad. Nathan said he joined the Navy because he didn't have enough money for college. He likes his job because he likes to work with his hands. He helps to provide the oxygen for the boat. (They don't have air to breathe on a submarine like we do, so they have to recycle the air and make new air.) He also says that when he first joined the Navy, he liked to travel. It was fun. But not anymore because Tammy can't be

Seeing what Dad does when he is gone is one technique to help children cope with separations.

with him.

My mom and dad argue before my dad leaves, but they make up before dad has to go. It is so hard to say goodbye. You know that you can't do anything about it.

When I talked to the other men on my dad's boat, I found out that everyone leaves someone behind that they care about. It doesn't matter if you're married or if you're not. It doesn't even matter how long someone has been in the Navy. It is hard for all of them, and it's their job. □

Toal, daughter of Lisa and MMC(SS) Edward Toal, is a student at Mary Morrison School, Groton, Conn. Reprinted with permission of The Day Publishing Co., New London, Conn.

Deja vu

Sub museum brings back vet's memories

Story by Kelly Wilson

Bob O'Neal recently got to lie down again in the bunk he used while serving on a U.S. Navy submarine during World War II.

He climbed out of the same torpedo room, stood at the same helm and remembered the stuffy, cramped quarters he lived in for almost two years. He also recalled the war patrols his sub, USS *Cod* (SS 224), participated in.

O'Neal, who served in the Navy from April 1943 to November 1945, was surprised to discover that *Cod* was still around. In fact, it is the only authentically restored World War II American submarine in existence.

O'Neal's son, Pat, of Erie, Pa., came across an article about *Cod* in a newspaper last July.

"It looked like the same type of boat my father was on during the war," Pat said. "Up in the corner, I recognized the number 224 and thought, 'Wow, that is Dad's ship. I didn't know it still existed.'"

The sub is now a museum in Cleveland. Pat took his father there during an August visit.

"It was a surprise to me," said the senior O'Neal, who was a quartermaster during World War II. The entire family toured *Cod* free of charge since O'Neal was a former crew member.

Cod made seven war patrols, with O'Neal participating in the last four. The final patrol was the most memorable, he said, because it was captured on film.

"On the last patrol run, it was one sailor's assignment to record several reels of film," O'Neal said. One of the crew got a copy of the film last year and transferred it to video tape. O'Neal and 25 other former crew members received copies at a recent reunion.

As O'Neal watched the video, he remembered the young faces as they held up placards bearing their names, and recalled some of the incidents that occurred during that seventh patrol run as the crew sank Japanese ships in the South Pacific.

He remembered the only sailor lost — Andrew G. Johnson — who washed overboard while fighting a fire in the sub's torpedo room. O'Neal said Johnson had a premonition that the crew wasn't going to make it back.

"His grandfather died at 25, his father died at 25, and he was 25. . . . He was the only one [of the crew] who didn't get back."

The most memorable event was rescuing the crew of O-19, a Dutch submarine that foundered on a reef in the South China Sea. After the Dutch were aboard, the Americans destroyed the [Dutch] sub with torpedoes "so the Japanese couldn't get to it," O'Neal said.

He also recalled a time when the submarine had to submerge to avoid a hit from an enemy plane.

"We had left the boarding party on a Japanese ship after an attack," O'Neal said. "When we came back up, we didn't know which one they were on. We searched three days. Another sub found them and returned them."

O'Neal enjoyed reminiscing at the reunion. He hadn't seen many of the crew for 47 years. "When I got out, I was out" and didn't stay in contact, he said.

Surviving crew members received a book written by a fellow sailor who is now deceased. "He slept in the bunk to the left of me," O'Neal said.

Pat O'Neal was almost as excited as his father to visit the sub. "As a child, I remember mulling over albums and hearing [about] all the things that went on during World War II," he said. "Dad was really enthused."

O'Neal said he's happy *Cod* is being seen today. He even donated some items to the museum — a remnant from O-19 given to him by a Dutch sailor and a *Cod* pennant. □

Wilson is a writer for the Quincy Herald-Whig, Quincy, Ill.

Surviving crew members of USS *Cod* visited the sub museum at their last reunion.



Photo by Paul Faraces



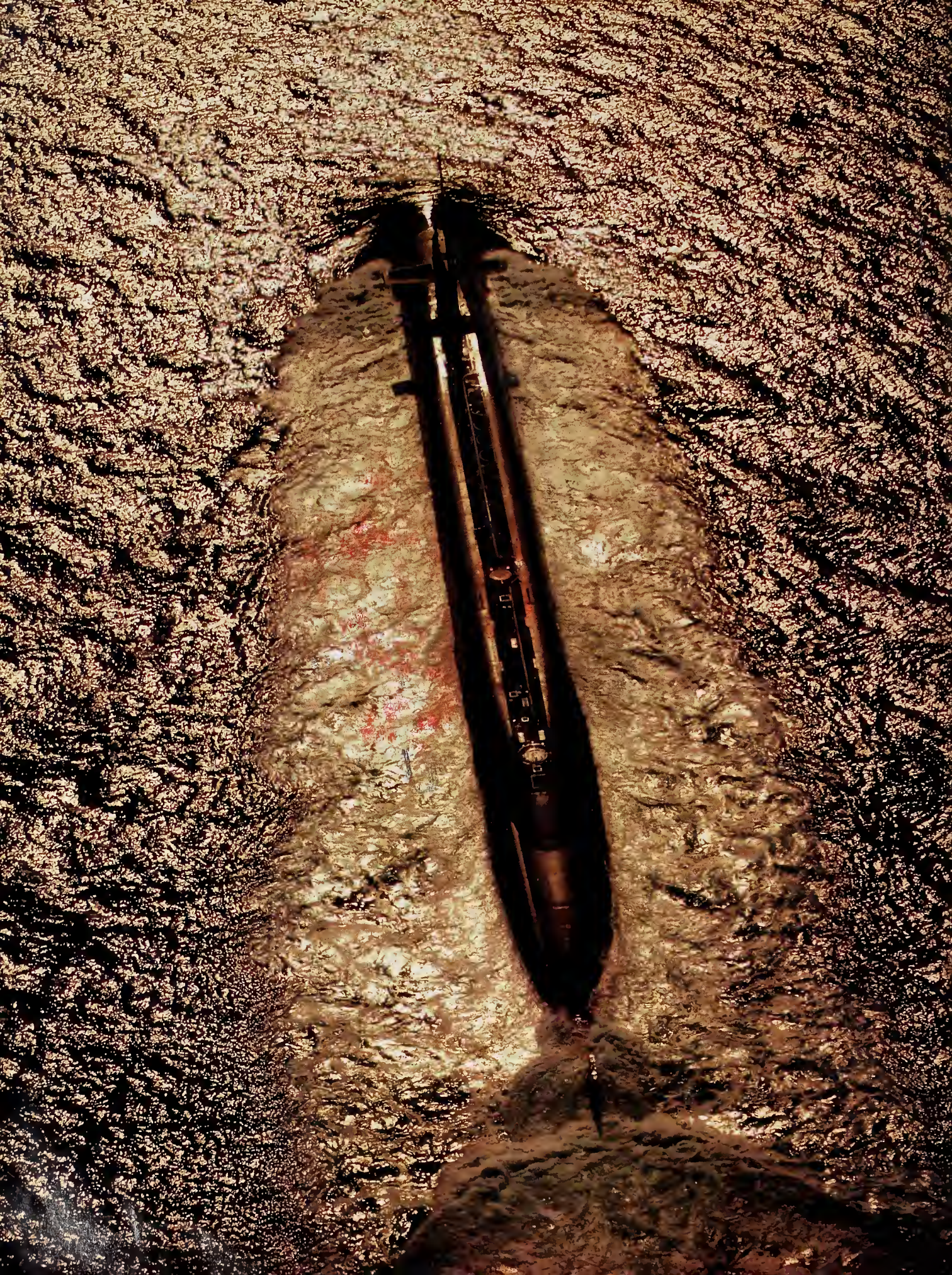
GULF FIRST...

Sub Arrival in Gulf Transmitted Electronically

Digital technology was used to document and transmit images of the first U.S. submarine to enter the Persian Gulf Nov. 3, 1992. USS *Topeka* (SSN 754) sailed through the Strait of Hormuz into the Gulf before starting a routine scheduled maintenance period. The event was photographed with a standard 35mm camera outfitted with an electronic storage system that records the image digitally. Images were then electronically transmitted to the Pentagon via satellite.

Though submarines have routinely operated in the region as an integral part of carrier battle groups, this is the first time a submarine has actually entered the Gulf. The photo was released Nov. 5 by DOD and ran on the Associated Press wire. It appeared on the front page of the San Diego Union-Tribune Nov. 6.

U.S. Navy photo by PHAN(AC) April Hatton, Combat Camera Norfolk Image transmitted from COMUSNAVCENT, Bahrain, by LT Rod Hill, PAO USS Ranger (CV 61).



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